

FUUCA Board of Trustees

Meeting date: **Tuesday, August 17, 2010** **Started: 6:35 PM** **Ended: 8:30 PM**

Location: FUUCA

Purpose/Notes: Regular scheduled meeting

Chaired by: Chris Jimmerson

Minutes rec. by: Klondike Steadman

Attendance:

Present: Brent Baldwin, Margaret Borden, Sean Hale, Eric Hepburn, Chris Jimmerson, Kae McLaughlin, Nell Newton, Klondike Steadman, Brendan Sterne, Michael West, Laura Wood

Regrets:

Absent: Ed Brock, Eric Stimmel

Late:

Guests:

(none)

Meeting Documents:

- 8-10 DoM report to the BoT.doc
- ApprovedPolicies2009-04-16.pdf
- Board.UUSM_Policies.2010-07-20.pdf
- First UU Board Minutes - 7-20-10-1.doc
- governance model rec.doc
- GoverningPolicies2009Jun10.pdf
- July 2010 Attendance Report.xls
- July 2010 Financial Report Cover Sheet VIII-10.doc
- July financial report VIII-10.xls
- July. 2010.doc
- Julyadult.xls
- Microsoft Word - Document1.pdf
- PBG Linkage Plan_1.doc
- SMSC Status (FUUCA) 8-5-2010.docx

Meeting Minutes:

1. Committee business

1.1. Call to Order

Chris Jimmerson

Status: Completed

1.2. Board Covenant

Chris Jimmerson

Status: Completed

1.3. Adopt Consent Agenda & Approve Minutes of Last Meeting

Klondike Steadman

Added security of church and update of physical layout of church

Status: Completed

1.3.1. Process evaluation update

Michael West

Michael described how eliminating tracking comments that "just give information" rather than

disagreeing, interrupting etc would cut the tracking in half without losing anything important.

Michael also offered that training was available. and Chris said he was interested in the training.

Status: Completed

1.4. Visitor's Forum

Karen Franks was visiting and was concerned that an agenda was not made available. There was consensus that we could post publicly.

Status: Completed

2. Old business

No Old business

3. New business

3.1. Settled Minister Search Committee (appointing a negotiating team)

Nell Newton

The Search committee recommended Eric Stimmel, Sheila Gladstone, Dale Whitaker-Lewis serve as the negotiating team.

Motion to adopt the team Michael; Susan seconded; the motion passed

Status: Completed

3.2. Settled Minister Search Committee (Compensation)

Kae McLaughlin

The BoT will not set the level of compensation at this meeting.

UUA has a Fair Compensation Church and a Leadership Level Church.

Status: Completed

3.3. Update on meeting with compensation specialist

Kae McLaughlin

Everyone will be invited to a discussion of compensation of staff and what that means for on Sept. 7 at 7:30 with Walter Pearson.

Status: Completed

3.4. Examples of Executive Limitations Policies

Chris Jimmerson

We reviewed the executive limitations of various churches.

There was a request to see a "boiler plate" that had been the basis of these versions.

There was a suggestion that the limitations start with a "less is more" approach and that all limitations come directly from our values mission ends.

Chris summarized Joe's comments: the limitations will be structured much the way the nested bowls are structured - that is, we only write to the level that "any reasonable interpretation" will be acceptable.

Status: Completed

3.5. Discussion of Handling of Forum Schedule

Susan Thomson

A discussion ensued as to what to do when people are out of covenant. There was consensus that any member should call anyone else back into covenant

Susan wanted us to ask ourselves what our roles as leaders should be in a crisis such as this. She noted that it is important to recognize that we are in a system (the church) in which there is a lot of anxiety.

Susan recommended Steinke's Congregational Leadership in Anxious Times.

Further Questions:

Would this situation suggest an executive limitation?

Status: Completed

3.6. Report from the Dwight Brown Leadership Experience

Margaret Borden

Margaret and Susan gave a description of the many experiences and great ideas they learned.

A plea was made by several members to finance sending more people to attend.

Status: Completed

3.7. Educating BoT on understanding financial statements

Kae McLaughlin

Kae suggested that the board should be concerned with managing "top line" items of the financial statements - particularly "where is our income coming from?"

Status: Completed

3.8. PBG executive model decision

Chris Jimmerson

The Governance Task Force recommended that we follow a single executive model for the settled minister.

Kae motioned. Eric seconded. Motion passed.

there was a discussion of what qualities we should look for in a settled minister given this choice. It was noted that most of the same qualities would be necessary in either model.

It was suggested that the minister needed to really want to be accountable for everything.

It was pointed out that a single exec would need to be competent in all areas of church management and that we should have the courage not to hire anyone who did not meet this high standard.

Status: Completed

3.9. PBG linkage plan

Susan Thomson

Susan went over the Linkage plan and what we could reasonably do in the coming year to increase our linkage opportunities.

It was suggested board lay-leader stand with minister after service.

It was suggested there be some online opportunities, more informal linkage and most importantly and feedback loop for the ideas that are harvested.

Status: Deferred: 9/21/2010

3.10. Use of "my committee.com" for board meeting management

Klondike Steadman

Brief introduction and enrollment.

Nel suggested small groups train rather than everyone at once.

Status: Completed

3.11. security of the church

Laura Wood

Status: Deferred: 9/21/2010

4. Committee business

4.1. Process Evaluation

Michael West

Status: Completed

4.2. Board-Executive Team Covenant Reading

Chris Jimmerson

Status: Completed

Report to the Congregation – Director of Music
8/17/10

Adult Choir

The FUUCA Adult Choir will be starting back up in a few short weeks. Ed Brock and I continue to coordinate on his service themes. August will see continued appearances by our chamber vocal ensemble, as well as other smaller vocal and instrumental works by Mary Jane Ford, Klondike Steadman, Rebecca Frazier-Smith, and Ashley Gaar.

Children's Choirs

Danielle Solan directed a music component of the Hogwarts Camp. The participating children shared two musical selections during services on August 1st.

The FUUCA Children's Choirs start back up September 12th, and the directors, parent coordinators and I are using the downtime to map out the 2010-11 season in coordination with Reverend Brock's sermon themes.

Choir parent Vicki Almstrum completed a terrific brochure for the church's Children's Choir program, featuring photographs by Jane Parsons and Margaret Roberts. Many thanks to these talented folks.

Musical Guests

In spite of a tight budget this year, I'm trying to get at least a couple of confirmed musical guests for the fall. A couple of dates are pending, and will hopefully be confirmed in next month's report.

The Austin Chamber Music Center will continue to make various 2010-2011 service appearances as FUUCA Artists-in-Residence.

Respectfully submitted,
Brent Baldwin

Executive Limitations

Global Executive Constraint

The CEO shall not cause or allow any decision, action, condition or organizational circumstance that is illegal, imprudent, in violation of commonly accepted business and professional ethics.

Treatment of Members, Friends, and Visitors

With respect to interactions with member, friends and visitors of the church (hereinafter referred to as “parishioners”) the CEO shall not allow conditions procedures, or decisions that are unsafe, undignified, unnecessarily intrusive, or that fail to provide appropriate confidentiality and privacy.

Treatment of Staff

With respect to the treatment of paid and volunteer staff, the CEO may not cause or allow conditions that are unfair, unsafe, unprofessional or undignified.

Accordingly, he or she shall not:

- 1) Operate without written personnel policies that clarify personnel rules for staff, provide for effective handling of grievances, and protect against wrongful conditions such as nepotism and grossly preferential treatment for personal reasons.
- 2) Discriminate against any staff member.
- 3) Fail to apply the standards of the Church’s mission, values, and ends to interactions with staff.

Financial Planning and Budgeting

Financial planning for any fiscal year or the remaining part of any fiscal year shall not deviate materially from the Board's Ends priorities, risk fiscal jeopardy, or fail to be derived from a documented multi year staffing and financial plan.

Accordingly, the CEO shall not allow budgeting that:

- 1) Contains too little information to enable credible projection of revenues and expenses, separation of capital and operational items, cash flow, and disclosure of planning assumptions.
- 2) Plans the expenditure in any fiscal year of more funds than are conservatively projected to be received in that period.
- 3) Fails to maintain a process to build a cash reserve of \$100,000 by 2012.

Financial Conditions and Activities

With respect to the actual, ongoing financial condition and activities, the CEO shall not cause or allow the development of fiscal jeopardy or a material deviation of actual expenditures from Board priorities established in Ends Policies.

Accordingly, the CEO shall not:

- 1) Indebt the church nor enter into a contract that could indebt the church in an amount greater than 5% of the then current year's budget in any single transaction, nor greater than 10% of the then current year's budget in the aggregate.
- 2) Use any long-term reserve without approval of the Board of Trustees.
- 3) Conduct interfund shifting in amounts that deviate materially from the Board's ends priorities.
- 4) Fail to settle payroll and debts in a timely manner.
- 5) Allow tax payments or other government-ordered payments or filings to be overdue or inaccurately filed.
- 6) Acquire, encumber, or dispose of real property.
- 7) Fail to appropriately pursue unpaid pledges after a reasonable amount of time.
- 8) Fail to aggressively pursue unpaid non-pledge receivables after a reasonable amount of time.
- 9) Authorize a line of credit without the approval of the Board of Trustees.
- 10) Fail to inform the Board before any decision is made to use unexpected and undesignated income over the amount of \$7500.
- 11) Fail to have an independent outside audit of the church's financials conducted at least biennially, to be completed no later than 180 days after the end of the fiscal year, and the audit results will be reported directly to the Board of Trustees.

Endowment and Memorial Gift Fund Executive Limitations

- 1) Authority to Spend EMGF Funds. The CEO shall not fail to plan, budget, and spend available EMGF funds to further the purposes of the Church, in accordance with the directives and restrictions that govern the Fund. The Board does not intend that this paragraph create a requirement that all available funds be spent in any given year.
- 2) Requirement to Coordinate with EMGF Committee. The CEO shall not fail to coordinate planning, budgeting, and spending of EMGF funds with the EMGF Committee.
- 3) Types of Spending. The CEO shall not allow spending of EMGF funds for other than the following:
 - a. reasonable bookkeeping, publicity, solicitations, and public recognition of donors to the fund,
 - b. other expenses thought necessary to properly carry out the functions of the EMGF, projects and purposes consistent with the purposes of the EMGF, as set forth in the Church By-Laws, and

c. loans to the Church as allowed by the Church By-Laws.
In no case may the CEO spend EMGF funds in violation of the directives and restrictions set forth in the By-Laws or in Board policy, or in any manner not approved by the EMGF Committee.

4) Gift Acceptance.

- a. Delegation to CEO. The CEO shall not fail to evaluate, accept (or decline) gifts, and receive gifts into the EMGF on behalf of the EMGF Committee.
- b. Requirement for Gift Acceptance Policy. The CEO shall not fail to establish, maintain, and communicate an appropriate gift acceptance policy for both unrestricted and restricted gifts.
- c. Said gift acceptance policy must not fail to include provisions for donor-designated purposes and allow for the acceptance of non-endowment gifts (gifts that require the expenditure of the principal of the gift over a specified period of time).
- d. Restriction on Gifts. No gift, bequest or devise of any such property shall be received and accepted if it is conditioned or limited in such manner as to require the disposition of the income, or its principal, to any person or organization other than a charitable or religious organization or for other than charitable or religious purposes within the meaning of such terms as defined in this document, or shall, in the opinion of the EMGF Committee, jeopardize the federal income tax exemption of the First Unitarian Church of Dallas pursuant to the Internal Revenue Code of 1954, as now in force or afterwards amended.

Emergency CEO Succession

In order to protect the church and Board from sudden loss of CEO services, the CEO must not fail to designate at least one other executive familiar with Board and CEO issues and processes.

Asset Protection

The CEO shall not fail to establish and implement appropriate plans and procedures for risk management, safety and security. The CEO shall not fail to report to the Executive Committee annually regarding the status of risk management, safety and security.

The CEO shall not allow the assets to be unprotected, inadequately maintained, or unnecessarily risked.

Accordingly, he or she may not:

- 1) Fail to establish and implement appropriate plans and procedures for risk management safety and security.

- 2) Fail to report annually to the Executive Committee the status of risk management safety and security.
- 3) Fail to ensure against theft and casualty loss to at least 80% of replacement valued and against liability losses to Board members, staff, and the organization.
- 4) Allow unbonded personnel access to material amounts of funds.
- 5) Subject facilities, premises, and equipment to improper wear and tear or insufficient maintenance.
- 6) Unnecessarily expose the organization, its Board, or staff to claims of liability.
- 7) Make any purchase (1) wherein normally prudent protection has not been given against conflict of interest; (2) of over 1% of the annual budget without having obtained comparative prices and quality; (3) of over 3% without a stringent method of assuring the balance of long-term quality and cost.
- 8) Fail to protect intellectual property, information, and files from loss of significant damage or the lack of application of appropriate documentation and retention standards..
- 9) Receive, process, or disperse funds under controls that are insufficient to meet the Board-appointed auditor's standards.
- 10) Invest or hold operating capital in insecure instruments, including uninsured checking account and bonds of less the AA rating, or in non-interest-bearing accounts except where necessary to facilitate ease in operational transactions.
- 11) Endanger the organization's public image or credibility, particularly in ways that would hinder its accomplishment of mission.

Compensation and Benefits

With respect to employment, compensation, and benefits to employees, consultants, contract workers, and volunteers, the CEO shall not cause or allow jeopardy to fiscal integrity or public image.

Accordingly, he or she may not:

- 1) Change his or her own compensation and benefits.
- 2) Promise or imply permanent or guaranteed employment.
- 3) Establish current compensation and benefits that deviate materially from the geographic or professional market for the skills employed.
- 4) Establish or change pension benefits so as to cause unpredictable or inequitable situations, including those that:
 - a. incur unfounded liabilities,
 - b. provide less than some basic level of benefits to all full-time employees, though differential benefits to encourage longevity are not prohibited, or
 - c. allow any employee to lose benefits already accrued from any foregoing plan.

Communications and Support to the Board

The CEO shall not permit the Board to be uninformed or unsupported in its work.

Accordingly, she or he shall not:

- 1) Neglect to submit monitoring information required by the Board in a timely, accurate, and understandable fashion, directly addressing provisions of Board policies being monitored.
- 2) Let the Board be unaware of relevant trends, anticipated adverse media coverage, material external and internal changes, particularly changes in the assumptions upon which any Board policy has previously been established.
- 3) Fail to advise the Board if, in the CEO's opinion, the Board is not in compliance with its own policies on Governance Process and Board-CEO Linkage, particularly in the case of Board behavior that is detrimental to the working relationship between the Board and the CEO.
- 4) Fail to marshal for the Board as many staff and external points of view, issues, and options as needed for fully informed Board choices.
- 5) Fail to provide a mechanism for official Board, officer or committee communications.
- 6) Fail to report in a timely manner an actual or anticipated non-compliance with any policy of the Board.

Ends Focus of Grants or Contract

The CEO may not enter into any grant or contract arrangements on behalf of the church that fail to emphasize primarily the production of Ends and, secondarily, the avoidance of unacceptable means.

Accordingly, the CEO shall not:

- 1) Allow grant funds to be used in imprudent, unlawful, or unethical ways.
- 2) Fail to assess and consider a grant applicant's or contractor's capability to produce targeted and efficient results.

2 Coordinating Team Limitations

Revised July 2010

The Coordinating Team (CT) shall not make any decisions, engage in any practice or activity, nor permit any condition to exist that is unlawful, imprudent, unsafe, or in violation of our Unitarian Universalist principles or of commonly accepted business and professional ethics and practices.

2.1 Treatment of All Persons

With respect to the treatment of all persons, the CT shall not make any decisions, engage in any practice or activity, nor permit any condition to exist that fails to assure all persons are treated with dignity and respect.

2.2 Treatment of Congregants (members, friends & visitors)

With respect to interactions with congregants, the CT shall not make any decision, engage in any practice or activity, nor permit any condition to exist that is unsafe or unnecessarily intrusive, or that fails to provide appropriate confidentiality.

2.3 Treatment of Staff

With respect to the treatment of paid and volunteer staff, the CT shall not make any decisions, engage in any practice or activity, nor permit any condition to exist that is unsafe, unfair, or unclear, or that fails to provide appropriate confidentiality.

2.3.1 The CT shall hold staff accountable for performance of duties.

2.3.2 The CT shall act in accordance with approved policies as defined in the Employee Handbook, and shall not make changes to the Employee Handbook without approval by the Board of Trustees.

2.4 Decision-Making

The CT shall not make any decisions, engage in any practice or activity, nor permit any condition to exist without appropriate collaboration and consultation.

2.5 Compensation and Benefits

With respect to employment, compensation, and benefits to employees, consultants, contract workers, and volunteers, the Coordinating Team shall not make any decisions, engage in any practice or activity, nor permit any condition to exist that risks UUSM's fiscal integrity or public image. Accordingly, the Coordinating Team may not:

- 2.5.1 Change individual compensation, benefits, or allocated professional expenses as established by the Board.**
- 2.5.2 Promise or imply permanent or guaranteed employment.**
- 2.5.3 Establish current compensation and benefits that:**
 - 2.5.3.1 *Deviate materially from applicable nonprofit or geographic market for the skills employed, absent legitimate articulated reasons.***
 - 2.5.3.2 *Create obligations over a term longer than revenues can be safely projected, in no event longer than one year and in all events subject to losses of revenue.***
- 2.5.4 Establish deferred or long term compensation and benefits that:**
 - 2.5.4.1 *Cause unfunded liabilities to occur or in any way commit the organization to benefits that incur unpredictable future costs.***
 - 2.5.4.2 *Provide less than some basic level of benefits to all full-time employees, though differential benefits reflecting market conditions or other appropriate factors are not prohibited.***

2.6 Financial Planning

With respect to planning fiscal events, the Coordinating Team may not jeopardize either programmatic or fiscal integrity of the organization. Accordingly, the Coordinating Team may not cause or allow fiscal projections that:

- 2.6.1 Contain too little detail to enable reasonably accurate projection of revenues and expenses, separation of capital and operational items, cash flow and subsequent audit trails, and disclosure of planning assumptions.**
- 2.6.2 Plan the expenditure in any fiscal year of more funds than are conservatively projected to be received in that period, absent legitimate articulated reasons.**
- 2.6.3 Do not separately present a plan for capital expenditures and the means to pay for them. Capital expenditures are all repayments of debt, and any building improvements or equipment purchases over \$1,000.00 each.**
- 2.6.4 Deviate materially from Board-stated priorities and requirements in its allocation among competing fiscal needs.**

2.7 Financial Condition

With respect to the actual, ongoing condition of the organization's financial health, the Coordinating Team may not cause or allow the development of fiscal jeopardy or loss of allocation integrity. Accordingly, the Coordinating Team may not:

- 2.7.1 Allow cash to drop below the amount needed to settle payroll and debts in a timely manner.**

- 2.7.2 Expend any endowment or designated funds other than for the purposes determined at time of receipt or designation**
- 2.7.3 Conduct inter-fund shifting in amounts greater than can be restored to a condition of discrete fund balances by certain, otherwise unencumbered revenues within 60 days**
- 2.7.4 Allow actual allocations to deviate materially from the approved budget**
- 2.7.5 Borrow funds on other than the short-term basis as defined and outlined in these policies**
- 2.7.6 Fail to establish and fund a reserve account for the purpose of meeting financial needs for which there are no budgeted funds available.**

Specifications for this fund are as follows:

- 2.7.6.1 Fund Goal – Equal to 10% of the most recent approved operations budget.***
- 2.7.6.2 Annual Fund Allocation – To be established by the Board prior to December 1st of each year, but not less than 1% of the operations budget.***
- 2.7.6.3 Reserve Funding – The approved amount must be deposited in a liquid, conservative, interest or dividend earning account.***
- 2.7.6.4 Uses of Fund – Use of the reserve funds must be authorized by a formal Board resolution.***

2.8 Asset Protection

With respect to proper stewardship of the corporation's assets, the Coordinating Team may not risk losses beyond those necessary in the normal course of business. Accordingly, the Coordinating Team may not:

- 2.8.1 Fail to insure against theft and casualty losses at replacement value less reasonable deductible and/or co-insurance limits.**
- 2.8.2 Fail to insure against corporate liability and personal liability of Board members and staff, taking into account pertinent statutory provisions for indemnification and exemptions applicable to California non-profit organizations.**
- 2.8.3 Establish and maintain reliable and reasonable internal controls over cash, investments, and all other financial or non-financial assets.**
- 2.8.4 Subject plant and equipment to improper wear and tear or insufficient maintenance.**
- 2.8.5 Unnecessarily expose the organization, its Board, or staff to claims of liability or risk the nonprofit status of the organization.**

- 2.8.6 Make any purchases not provided for in either the capital expenditure or operational projections unless specifically authorized by a vote of the congregation. Make any purchase of over \$5,000.00 without at least two competitive bids.**
- 2.8.7 Receive, process, or disburse funds under controls insufficient to limit the risk of fraud, misappropriation of funds, or material misstatement of the church's financial statements.**
- 2.8.8 Invest operating capital in insecure instruments, including uninsured checking accounts and bonds or CDs of less than an A rating.**
- 2.8.9 Fail to protect intellectual property, information, and files (electronic and otherwise) from significant damage, excluding the work of called ministers of the church, who are the sole owners of their intellectual property.**
- 2.8.10 Fail to sufficiently protect the privacy of members of the congregation in all matters, financial and otherwise.**

2.9 Conflict of Interest

The Coordinating Team shall not cause or allow any conflict of interest in awarding purchases or other contracts.

2.10 Communication and Counsel to the Board

With respect to providing information and counsel to the Board, the Coordinating Team may not cause or allow the Board to be uninformed or misinformed. Accordingly, the executive team may not:

- 2.10.1 Fail to inform the Board in a timely manner of relevant trends, public policy initiatives, public events of the organization, and material external and internal changes, particularly changes in the assumptions upon which any Board policy has previously been established.**
- 2.10.2 Fail to submit the monitoring data required by the Board policy 4.5 (Monitoring CT Performance) in a timely, accurate, and understandable fashion, directly addressing provisions of the Board policies.**
- 2.10.3 Fail to gather as many staff and external points of view, issues, and options as needed for fully informed Board choices.**
- 2.10.4 Present information in unnecessarily complex or lengthy form.**
- 2.10.5 Fail to recommend changes in Board policies, the need for which become known to them.**
- 2.10.6 Fail to limit public statements about the official position of the congregation or Board on controversial social, political, and/or congregational issues to what the congregation or Board has formally and explicitly adopted as positions of record.**

Nothing in this policy shall be construed to infringe upon the fundamental principle of freedom of the pulpit.

2.11 Unity of Voice

The CT shall speak as one voice to all parties to whom the team is responsible.

2.12 Continuous Operation

In the event a member of the CT is unable to participate due to absence or emergency, the remaining team members shall not fail to continue operations.

2.13 Spiritual Care

The members of the CT shall not fail to provide adequately for their own spiritual care.

3 Governance Process

Revised July 2010

The Board of Trustees will act on behalf of UUSM's membership to promote the accomplishment of the organization's mission and Purposes. The Board will also work to prevent unacceptable activities and conditions within the organization.

3.1 Governing Style

The Board will govern with an emphasis on

- outward vision rather than internal preoccupation;
- encouragement of diversity in viewpoints;
- strategic leadership more than administrative detail;
- clear distinction of Board and CT roles;
- collective rather than individual decisions;
- future rather than past or present; and
- with a proactive rather than reactive focus.

Accordingly,

3.1.1 The Board will cultivate a sense of group responsibility and will be responsible for excellence in governing. The Board will be the initiator of policy, not merely a reactor to CT initiatives. The Board will use the expertise of its individual members to enhance the ability of the Board as a body rather than to substitute individual judgments for the Board's values. The Board will allow no officer, individual, or committee of the Board to hinder or be an excuse for not fulfilling Board commitments.

3.1.2 The Board will direct, control, and inspire the organization through the careful establishment of broad written policies reflecting the congregation's values and perspectives about Purposes to be achieved and means to be avoided. The Board's major policy focus will be on the intended long-term effects of the organization, not on the administrative or programmatic means of attaining those effects.

3.1.3 The Board will hold itself accountable for governing with excellence including matters such as attendance, preparation, policy-making principles, respect of roles, and ensuring continuance of governance capability. Continued Board development will include orientation of new Board members in the Board's governance process.

3.1.4 The Board will assess its own processes and performance on a regular basis.

3.1.5 Board members will at all times honor their commitment to the principle of the Board's having only one voice.

3.2 Board Job Description

The job of the Board is to represent the membership of UUSM in determining and demanding appropriate organizational performance. Accordingly,

3.2.1 The Board will produce written governing policies that, at the broadest levels, address each category of organizational decision.

3.2.1.1 *Purposes: Organizational products, effects, benefits, outcomes, recipients, and their relative worth (what good for which recipients at what cost).*

3.2.1.2 *CT Limitations: Constraints on CT authority that establish prudent and ethical boundaries within which all CT activity takes place and decisions are made.*

3.2.1.3 *Governance Process: Specification of how the Board conceives, carries out, and monitors its own tasks.*

3.2.1.4 *Board-CT Linkage: How power is delegated and its proper use monitored; the CT's role, authority, and accountability.*

3.2.2 The Board will assure the Minister's performance against policies in 3.2.1.1, 3.2.1.2, and 3.2.1.4.

3.2.3 The Board will ensure that, in the recruitment and orientation of new Board members, there is a clear understanding of these governance policies and the implications for Board membership and behavior.

3.3 Agenda Planning

The Board will follow an annual agenda that (1) re-explores UUSM's Purposes in regular dialogue with the membership, (2) sets forth priorities for the upcoming UUSM fiscal year, (3) systematically monitors and reviews Board policies, and (4) seeks to improve Board performance through Board educational development.

3.4 President's Role

The Board President ensures the integrity of the Board's process and represents the Board to outside parties. Accordingly,

3.4.1 It is the responsibility of the President to ensure that the Board behaves consistently with its own rules and those legitimately imposed upon it from outside the organization.

3.4.1.1 *Board meeting agendas will be distributed and agreed to in advance of Board meetings. Meeting discussion content will be only those issues, which, according to Board policy, clearly belong to the Board to decide, not the CT.*

3.4.1.2 *Deliberations will be fair, open, and thorough but also timely, orderly, and kept to the point.*

3.4.2 The authority of the President consists of making decisions that fall within topics covered by Board policies in Governance Process and Board-CT Linkage, except where the Board specifically delegates portions of this authority to others. The President is authorized to use any reasonable interpretation of the provisions in these policies.

3.4.2.1 *The President is empowered to preside at all business meetings of UUSM and to chair Board meetings.*

3.4.2.2 *The President has no authority to make decisions about policies created by the Board within the Purposes and CT Limitations policy areas. Therefore, the President has no authority to supervise or direct the Minister.*

3.4.2.3 *The President may represent the Board to outside parties in announcing Board-stated positions and in stating the President's decisions and interpretations within the areas delegated to her or him.*

3.4.2.4 *The Vice President shall assume the duties of the President during any period of temporary absence of the President.*

3.5 Board Members' Code of Conduct

The Board commits itself to ethical, moral, and lawful conduct, including proper use of authority and appropriate decorum when acting as Board members. Accordingly,

3.5.1 Board members must focus on interests of UUSM without regard to other competing interests or loyalties such as other advocacy or interest groups and membership on other Boards or staffs. The interests of UUSM also supersede the personal interests of any Board member acting as a consumer of UUSM's services.

3.5.2 Board members must avoid conflict of interest with respect to their fiduciary responsibility.

3.5.2.1 *There must be no conduct of private business or personal services between any Board member and UUSM staff, except as procedurally controlled to assure openness, competitive opportunity, and equal access to inside information.*

3.5.2.2 *When the Board is to decide upon an issue about which a Board member has an unavoidable conflict of interest, that member shall absent herself or himself without comment from not only the vote but also from the deliberation.*

3.5.2.3 *Board members must not use their positions to obtain employment for themselves, family members, or close associates. Should a member of the Board desire paid employment at UUSM, he or she must resign from the Board first.*

3.5.2.4 *Members will disclose their involvement with other organizations, with vendors, or with any other associations that might produce a conflict.*

3.5.3 Board members may not attempt to exercise individual authority over the organization except as explicitly set forth in the Board policies.

3.5.3.1 *Board members' interaction with the Minister or with staff must recognize the lack of authority vested in individuals except when explicitly Board-authorized.*

3.5.3.2 *Board members' interactions with public, press, or other entities must recognize the same limitation and the inability of any Board member to speak for the Board except to repeat explicitly stated Board decisions.*

3.5.3.3 *Board members will refrain from making any public comments about staff that could be construed as a performance assessment by a Board member.*

3.5.3.4 *Members will respect the confidentiality appropriate to issues of a sensitive nature.*

3.6 Board Committee Principles

The Board may establish committees to help carry out its responsibilities. Committees will be used sparingly and ordinarily in an ad-hoc capacity to preserve the Board functioning as a whole and will never interfere with the delegation from the Board to the Minister. Accordingly,

3.6.1 Board committees may not speak or act for the Board except when formally given such authority by the Board for specific and time-limited purposes. Expectations and authority will be carefully stated in order not to conflict with authority delegated to the Minister.

3.7 Cost of Governance

The Board will invest in its governance capacity. Accordingly,

3.7.1 Board skills, methods, and support will be sufficient to assure governing with excellence.

3.7.1.1 *Training and retraining will be used to orient new members and candidates for membership, as well as to maintain and increase existing member skills and understandings.*

3.7.1.2 *Outside monitoring assistance will be arranged so that the Board can exercise confident control over organizational performance. This includes but is not limited to fiscal audit.*

3.7.2 Costs will be prudently incurred, though not at the expense of endangering the development and maintenance of superior capability.

3.7.2.1 *For training, including attendance at conferences and workshops.*

3.7.2.2 *For audit and other third party monitoring of organizational performance.*

3.7.2.3 *For surveys, focus groups, opinion analyses, and meeting costs.*

3.8 Monitoring Board Performance

The Board will systematically monitor its own performance, relative to its Governance Process and Board-CT Linkage policies, by including a portion of these policies for review semi-annually.

4 Board-Coordinating Team Linkage

Revised July 2010

The Board's official connection to UUSM operations, achievements, and conduct is solely through its designated Chair of the CT.

4.1 Composition of the CT

The CT shall be defined by the Minister in consultation with the Board, and confirmed by the Board on an annual basis.

4.1.1 The CT shall consist of a maximum of five (5) members; including at least two (2) lay leaders. Requirements for appointment to the CT are membership in UUSM for at least one year and prior participation on a committee. A person may not serve concurrently on the Board and the CT. CT members may serve a maximum of four years with exceptions requiring explicit Board approval.

4.1.2 The Minister will serve as Chair. In the event a member of the CT is unable to serve, the CT will continue operating without that member unless or until the Minister recommends and the Board confirms a replacement.

4.2 Unity of Control

Only decisions of the Board acting as a body, stated in officially passed motions, are binding on the CT.

4.2.1 Decisions or instructions of individual Board members, officers, committees, or congregation members are not binding on the CT except in rare instances when the Board has specifically authorized such exercise of authority.

4.3 Accountability of the CT

The CT is the Board's only link to operational achievement and conduct. Accordingly, all authority and accountability of committees, volunteers, and paid staff (including nonemployee consultants) is considered by the Board to be to the CT.

4.3.1 The Board will not give instructions to persons who report directly or indirectly to the CT.

4.3.2 The Board will refrain from evaluating, either formally or informally, any staff other than the CT and all ministers. FURTHER BOARD REVIEW NEEDED

4.3.3 When evaluating the CT or the Minister or when reviewing the actions of the CT or Minister, the Board may secure information from any source or person the Board considers appropriate under the circumstances.

4.3.4 The CT shall report regularly to the Board as requested by the Board.

4.3.5 The CT shall keep a record of those requests, suggestions, and complaints that are submitted in writing, and how they were handled.

- 4.3.6 The Board will equate CT performance with organizational performance, so that organizational accomplishment of the congregation's Purposes and avoidance of Board-prohibited means will be viewed as successful CT performance.**

4.4 Delegation to the CT

The Board's job is generally confined to establishing top-level policies, leaving implementation and subsidiary policy development to the CT, who may further delegate implementation and development to staff and lay leaders. Accordingly, the Board will instruct the CT through written policies that define the congregation's Purposes to be achieved and prohibited means to be avoided, allowing the CT to use any reasonable interpretation of these policies.

- 4.4.1 In consultation with the congregation, the Board will develop policies instructing the CT to achieve certain results, for certain recipients, within a specified budget. These policies will be developed systematically from the broadest, most general level to more defined levels, as necessary, and will be called Purposes.**

- 4.4.2 The Board will develop policies that limit the latitude the CT may exercise in choosing the organizational means. These policies will be developed systematically from the broadest, most general level to more defined levels, as necessary, and they will be called Coordinating Team Limitations.**

- 4.4.3 The CT will use any reasonable interpretation of the congregation's Purposes and CT Limitations and is thus authorized to establish further policies, make decisions, take actions, establish practices, and develop activities.**

- 4.4.4 The Board may change the Purposes and CT Limitations, thereby shifting the boundary between Board and CT domains. By doing so, the Board changes the latitude of choice given to the CT. As long as any particular delegation to the CT is in place, the Board will respect and support the CT's choices.**

4.5 Monitoring CT Performance

Monitoring Coordinating Team performance is synonymous with monitoring organizational performance against Board policies on purposes and on Coordinating Team limitations. Monitoring will be as automatic as possible, using a minimum of Board time, so that meetings can be used to create the future, rather than to review the past.

- 4.5.1 The purpose of monitoring is simply to determine the degree to which Board policies are being fulfilled. Information that does not do this will not be considered to be monitoring.**

- 4.5.2 A given policy may be monitored in one or more of three ways:**

- 4.5.2.1 *Internal Report: Disclosure of compliance information to the Board from the Coordinating Team or its individual members.***

4.5.2.2 External Report: Discovery of compliance information by a disinterested external auditor, inspector, or judge who is selected by and reports directly to the Board. Such reports must assess executive performance only against policies of the Board, not the external party unless the Board has previously indicated that party’s opinion to be the standard.

4.5.2.3 Direct Board Inspection: Discovery of compliance information by a trustee, a Board committee, or the Board as a whole. This is a Board inspection of documents, activities, or circumstances directed by the Board that allows a “prudent person” test of policy compliance.

4.5.3 Upon the choice of the Board, any policy may be monitored by any method at any time. However, each Purposes and Coordinating Team Limitations policy of the Board will be classified by the Board according to frequency and method of regular monitoring. The CT shall distribute these reports to the Board members no later than 10 business days after the end of the reporting period, so that trustees may thoroughly review them prior to their regularly scheduled meetings.

4.5.4 Monitoring Frequency: see table below

Monitoring Area	Monitoring Frequency
Purposes (Program milestones; Attendance)	Monthly
Purposes (Summary; Program planning)	Annual
Treatment of All Persons	Quarterly
Treatment of Congregants	
Treatment of Staff	
Decision-Making	Quarterly
Compensation and Benefits	Annual
Financial Planning and Budgeting	Quarterly
Financial Condition and Activities	Monthly
Asset Protection	Annual
Grants and Contracts	Annual
Communication and Counsel to the Board	Quarterly
Unity of Voice	Annual
Continuous Operation	Annual
Spiritual Care	Annual
Staff Information (additions, departures, plans for replacement)	Monthly
Membership	Monthly
Congregational Survey – arranged by Board	Annual

First Unitarian Universalist Church – Austin, TX

Minutes - Board of Trustees – July 20, 2010

In Attendance:

Trustees: Eric Stimmel, President, Chris Jimmerson, Vice-President, Nell Newton, Immediate Past President (Ex-Officio), Margaret Borden, Eric Hepburn, Brendan Sterne, Susan Thompson, Michael West, Laura Wood

Executive Team: Sean Hale, Executive Director

Visitors Present: John Keohane

Call to Order

The President called the meeting to order at 6:40PM.

Adoption of Agenda

The Trustees present adopted the agenda

Motion: Brendan Sterne—adopt the agenda

Second Michael West

Discussion: None

Vote: All Affirmative

Reading and Lighting of the Chalice

Visitor's Forum

John Keohane announced that his Committee is seeking additional members to the Denominational Affairs Committee.

Consent Agenda Items

The Trustees had read the consent agenda items prior to the meeting.

Motion: Chris Jimmerson—Adopt the agenda

Second: Brendan Sterne

Discussion: None

Vote : All Affirmative

Process Evaluation

Michael West speaks on Process Evaluation:

- Presented a matrix for process evaluation of board meetings. He will mark verbal behaviors. Purpose to give each member feedback and to ensure a more productive meeting.

Settled Minister Search Committee, by Michael West

Board Liaison Committee Chairs: Sharon Moore, Michael Kerry

- Financial needs mentioned.
- Between now and October, we will need to have a compensation package; we also will need a contract.
- A negotiating team will be needed by November. One board member, one non-board member will comprise the team.

Chris Jimmerson motioned, Brendan Sterne seconded to adopt Values-Mission-Ends statement.

- Approved.

Recommendation to adopt governance philosophy:

- Motion to adopt by Eric Hepburn, seconded by Susan Thomson.
- Affirmed

Recommendation to adopt Policy Based Governance as the model the Church will pursue for Our Governance:

- Motion to adopt by Eric Hepburn, seconded by Susan Thomson.
- Affirmed

Report on request for consultant-coordinator.

- Sean suggests Walter Pearson, District Consultant, to visit to discuss staff salaries.
- Request for invitation to Walter Pearson from the board.

- It was decided that we should try to wait for Ed Brock's presence before Walter Pearson conducts any workshops.

Report from General Assembly.

- Chris Jimmerson: Highlight was developing deeper relationships with other church members. We have a lot in common with other UUs.
- Nell Newton: Empowered by so many UUs in one place. Most interesting workshop was on racism. "Bless Those Who Serve" a book for military, developed by UUs, had a special recognition ceremony.
- Sean Hale: We confirmed a lot of things we're doing right, a lot of strategies for the future. Paid volunteer coordinator is on staff for larger congregations.
- Eric Stimmel: Attended Board Presidents' meetings. Spoke with other congregations about best practices. We're in relatively good shape. A membership coordinator on staff is highly recommended. Thank you to church for sending him to General Assembly.

Linkage Discussion / Governance Team – Susan Thompson

- How much time is the Board willing to commit to?
- Chris Jimmerson suggested the idea of "linkage launch"
- Sean Hale cautioned against the use of jargon (i.e. "linkage") as being alienating.
- The use of surveys was also discussed.
- No decisions made.

Discussion of Governance Made – Brendan Sterne

- Not making a decision tonight.
- Some ideal broad characteristics were outlined.
- The consensus is that effective teamwork is more important to the growth of a congregation than a "rock star" minister.

Process Evaluation – Michael West

- 211 "verbal observations"
- First half of meeting – 51% verbal interactions were questions
- Second half of meeting: fewer questions, building on ideas that other people had proposed.

Draft Covenant of Healthy Relations for the Board and the Executive Team was read aloud by the group.

With no further discussion, the meeting adjourned before going into executive session at 9:10 p.m.

Respectfully submitted,
Laura Wood

After much deliberation and consultation with Joe Sullivan it is the recommendation of the Governance Task Force that FUUCA adopt a single executive model for its governance. There were a wide variety of reasons discussed, the primary ones listed below:

- Literature on Policy Governance generally holds the single executive as the “Gold Standard” due to its clear lines of accountability and communication. We felt that we would need to be able to articulate good reasons to deviate from this standard. After much thought and discussion we were not, in the end, able to articulate any good reasons why an executive team would be superior to the single executive model for our church.
- Joe Sullivan raised the point that many “executive team” model churches were, in practice, using the single executive, since the senior minister was actually the “team leader.” Furthermore, Joe pointed out that it is really not possible for a minister to effectively minister to a church without having her finger on the pulse of all pertinent aspects of church life.
- In the final analysis, we are a church, not a business. The senior minister should be accorded the trust, responsibility and accountability that comes with the role. The senior minister can and should delegate effectively, but the ultimate accountability for the accomplishment of church ends lies with the senior minister.
- Several of the reasons that initially seemed to argue for a dual executive model did not hold up under closer inspection. For example:

1. The board needs to hear from multiple leaders to have a clear picture of what is going on at church. This is clearly true, but an effective senior minister would regularly bring his “team leaders” to report on key issues to the board. It was suggested that this might even fall under the category of an executive limitation such as “The executive shall not fail to provide regular reports from all senior staff to the board.”
2. Our church has significant trust issues surrounding the office of the minister, particularly in financial and managerial areas. While this is also true, it seemed to us that the best way to heal those trust issues would be to hire a minister who is highly skilled not only in the pulpit, but in all areas of church life, including management. *And then trust her.* It was brought up that these skills are now a regular part of all seminary training.
3. We need a minister who is a good “team player.” Therefore the “Executive Team” model would force us to find that type of person At first this seems reasonable. However, after some discussion all of us agreed that finding someone who is a good “team player” would be necessary under both models. In the single executive model the minister may play the role of “team leader,” but will still need to work effectively within their team to accomplish ends. In fact, it is arguable that a clear separation of roles in the executive team model could allow for *less* cooperation, since each would have their area and not be required to work together all the time.

Many of us admitted to beginning our thought process on the side of an executive team and were somewhat surprised to find ourselves believing in the single executive model.

We feel it is probably a good idea to maintain the current “team” model until we call an settled minister, both to reduce the amount of change we are experiencing in a time of significant instability and to give ourselves time to write clear board policies. Nevertheless, we remain open to additional information and points of view.

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

II: Executive Team Limitations

Policy A: General Executive Team Constraint

The executive team shall not cause or allow any practice, activity, decision, or organizational circumstance that is imprudent or in violation of commonly accepted business and professional ethics.

Accordingly, the executive team shall not fail to operate with a procedural policy against misconduct and dishonesty that meets accepted business practices of the accounting industry. For purposes of this policy, misconduct and dishonesty must include but not be limited to:

1. Theft or other misappropriation of assets, including assets of the corporation or others with whom Unity Church has a business relationship
2. Misstatements and other irregularities in corporation records, including the intentional misstatement of the results of operations
3. Forgery or other alteration of documents
4. Fraud and other unlawful acts

Unity Church-Unitarian specifically prohibits these and other illegal activities in the actions of the executive team, all employees, and all others responsible for carrying out its activities.

Amended June 28, 2006

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

II: Executive Team Limitations

Policy B: Staff/Volunteer Treatment

With respect to treatment of staff and volunteers, the executive team may not cause or allow conditions that are inhumane, unfair, or unprofessional. Accordingly, the executive team may not:

1. Discriminate (as defined by city, state, and federal laws) among existing or potential staff/volunteers on other than clearly job-related criteria, individual performance, or individual qualifications.
2. Subject staff or volunteers to unsafe or unhealthy conditions.
3. Withhold from staff a due-process internal grievance procedure.
4. Prevent staff from grieving to the board when:
 - a. internal grievance procedures have been exhausted and
 - b. the employee alleges either that
 - i. board policy has been violated to the employee's detriment,
or
 - ii. board policy does not adequately protect the employee's human rights.

Amended May 28, 2003

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

II: Executive Team Limitations

Policy C: Compensation and Benefits

With respect to employment, compensation, and benefits to employees, consultants, contract workers, and volunteers, the executive team may not cause or allow jeopardy to fiscal integrity or public image. Accordingly, the executive team may not:

1. Change individual executive team members' compensation, benefits, or allocated professional expenses as established by the board.
2. Promise or imply permanent or guaranteed employment.
3. Establish current compensation and benefits that:
 - a. Deviate materially from applicable nonprofit or geographic market for the skills employed, absent legitimate articulated reasons.
 - b. Create obligations over a term longer than revenues can be safely projected, in no event longer than one year and in all events subject to losses of revenue.
4. Establish deferred or long term compensation and benefits that:
 - a. Cause unfunded liabilities to occur or in any way commit the organization to benefits that incur unpredictable future costs.
 - b. Provide less than some basic level of benefits to all full-time employees, though differential benefits reflecting market conditions or other appropriate factors are not prohibited.

Amended June 10, 2009

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

II: Executive Team Limitations

Policy D: Financial Planning

With respect to planning fiscal events, the executive team may not jeopardize either programmatic or fiscal integrity of the organization. Accordingly, the executive team may not cause or allow fiscal projections that:

1. Contain too little detail to enable reasonably accurate projection of revenues and expenses, separation of capital and operational items, cash flow and subsequent trails, and disclosure of planning assumptions.
2. Plan the expenditure in any fiscal year of more funds than are conservatively projected to be received in that period, absent legitimate articulated reasons.
3. Do not separately present a plan for capital expenditures and the means to pay for them. Capital expenditures are all repayments of debt and any building additions or equipment purchases over \$1,000.00 each.
4. Deviate materially from board-stated priorities and requirements (see Ends policies) in its allocation among competing fiscal needs.

Amended June 10, 2009

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

II: Executive Team Limitations

Policy E: Financial Condition

With respect to the actual, ongoing condition of the organization's financial health, the executive team may not cause or allow the development of fiscal jeopardy or loss of allocation integrity. Accordingly, the executive team may not:

1. Expend more funds than have been received in the fiscal year to date unless the debt guideline (below) is met.
 - a. Indebt the organization in an amount greater than can be repaid by certain, otherwise unencumbered revenues within 90 days.
 - b. Allow cash to drop below the amount needed to settle payroll and debts in a timely manner.
2. Expend any endowment or designated funds other than for the purposes determined at time of receipt or designation.
3. Conduct inter-fund shifting in amounts greater than can be restored to a condition of discrete fund balances by certain, otherwise unencumbered revenues within 30 days.
4. Allow actual allocations to deviate materially from board priorities in Ends policies.
5. Borrow funds on other than the short-term basis as defined and outlined in these policies.
6. Fail to establish and fund a reserve account for the purpose of meeting financial needs for which there are no budgeted funds available.

Specifications for this fund are as follows:

FUND GOAL – Equal to 25% of the most recent approved operations budget.

ANNUAL FUND ALLOCATION - To be established by the Board prior to December 1st of each year, but not less than 1% of the operations budget.

RESERVE FUNDING – The approved amount must be deposited in a liquid, conservative, interest or dividend earning account.

USES of FUND - Use of the reserve funds must be authorized by a formal Board resolution approved by 6 or more Trustees, and withdrawn by 2 Executive Team signatories.

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

7. Fail to establish and fund a sabbatical leave account to be deposited in a liquid, conservative, interest or dividend earning account.

Amended December 13, 2006

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

II: Executive Team Limitations

Policy F: Asset Protection

With respect to proper stewardship of the corporation's assets, the executive team may not risk losses beyond those necessary in the normal course of business. Accordingly, the executive team may not:

1. Fail to insure against theft and casualty losses at replacement value less reasonable deductible and/or co-insurance limits.
2. Fail to insure against corporate liability and personal liability of board members and staff, taking into account pertinent statutory provisions for indemnification and exemptions applicable to Minnesota non-profit organizations.
3. Allow unbonded personnel access to material amounts of funds.
4. Subject plant and equipment to improper wear and tear or insufficient maintenance.
5. Unnecessarily expose the organization, its board, or staff to claims of liability or risk the nonprofit status.
6. Make any purchases not provided for in either the capital expenditure or operational projections. Make any purchase of over \$2,500.00 without at least two competitive bids.
7. Receive, process, or disburse funds under controls insufficient to meet the board appointed auditor's standards or other government standards.
8. Invest operating capital in insecure instruments, including uninsured checking accounts and bonds or CDs of less than A rating.
9. Fail to protect intellectual property, information, and files from significant damage, excluding the work of called ministers of the church, who are the sole owners of their intellectual property.

Amended June 10, 2009

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

II: Executive Team Limitations

Policy G: Conflict of Interest

The executive team shall not cause or allow any conflict of interest in awarding purchases or other contracts.

Adopted May 28, 2003

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

II: Executive Team Limitations

Policy H: Communication and Counsel to the Board

With respect to providing information and counsel to the board, the executive team may not cause or allow the board to be uninformed or misinformed. Accordingly, the executive team may not:

1. Fail to inform the board in a timely manner of relevant trends, public policy initiatives, public events of the organization, and material external and internal changes, particularly changes in the assumptions upon which any board policy has previously been established.
2. Fail to submit the monitoring data required by the board policy IV.C. (“Monitoring Executive Team Performance”) in a timely, accurate, and understandable fashion, directly addressing provisions of the board policies.
3. Fail to gather sufficient staff and external points of view, issues, and options as needed for fully informed board decisions.
4. Present information in unnecessarily complex or lengthy form.
5. Fail to recommend changes in board policies, the need for which become known to them.
6. Fail to limit public statements about the official position of the congregation or board on controversial social, political, and/or congregational issues to what the congregation or board has formally and explicitly adopted as positions of record. Nothing in this policy shall be construed to infringe upon the fundamental principle of freedom of the pulpit.
7. Fail to prepare, implement, and share with the board within three months of the annual executive team evaluation annual individual professional development plans that respond to the evaluation.

Amended June 10, 2009

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

II: Executive Team Limitations

Policy I: Growth of the Church

Unity Church Unitarian is growing in numbers, programs, and budgets, in our own sense of community and in our outreach to the wider community. This growth is rooted in the spiritual and religious lives of the people of our church as we live out our values in the community.

Accordingly, in guiding the church's growth, the ET will not fail to:

1. Be governed by our church's mission, vision and values,
2. Respect the history and heritage of our church and faith,
3. Maintain the current location at Portland and Grotto,
4. Communicate regularly with all of its stakeholders, as appropriate, about its plans regarding growth, and
5. Be mindful of the needs of the congregants of all ages and abilities when making changes to the building.

Created January 31, 2005

JULY 2010 Attendance Summary

July Monthly Totals				July Weekly Totals ALL			
CLASS		10:00	TOT	DATE		FORUM	TOT
Nursery		37	37	4-Jul		33	33
PRE-K		33	33	11-Jul		39	39
K-2		38	38	18-Jul		41	41
3rd - 5th		28	28	25-Jul		43	43
Middle School		15	15	Monthly Total			156
High School		4	4				
YRUU		1	1				
TOT		156	156				

Breakdown by RE Class							
Nursery				3-5 Grade			
		10:00	TOT			10:00	TOT
4-Jul		6	6	4-Jul		6	6
11-Jul		11	11	11-Jul		6	6
18-Jul		9	9	18-Jul		9	9
25-Jul		11	11	25-Jul		7	7

Pre-K				Middle School			
		10:00	TOT			10:00	TOT
4-Jul		8	8	4-Jul		3	3
11-Jul		10	10	11-Jul		4	4
18-Jul		8	8	18-Jul		4	4
25-Jul		7	7	25-Jul		4	4

K-2				High School			
		10:00	TOT		10:00	YRUU	TOT
4-Jul		10	10	4-Jul	0	0	0
11-Jul		7	7	11-Jul	1	0	1
18-Jul		9	9	18-Jul	2	0	2
25-Jul		12	12	25-Jul	1	1	2

Financial Report -- First UU Church of Austin July, 2010

Unrestricted Cash Balance: \$89,551
 (1.77 months operating expenses)

Overall Budget vs Actuals

Although each department remains under budget, we have developed a net deficit of \$19,000 due to our standard summer drop in income. The budget anticipates a \$31,000 deficit for the year, so we haven't gotten terribly off track.

The Fine Print (Only for those who like digging into the details.)

Dip in July Income, Checking Account Balance

Our income for July has dipped considerably. However, this is consistent with previous years. July income represented, over the past decade, only 5.5%-7.4% of annual income. During the previous seven years, July had the lowest income four times and was second or third lowest during the others. Our current dip is within the range of previous dips in summer income.

As a consequence of decreased income, our checking account has dipped almost \$30,000 this month. In early August I transferred additional funds into the checking account to maintain a healthy balance.

My initial analysis of historical trends suggests that although we should remain attentive to this situation, we need not panic or sound the alarm. Should further analysis change this assessment, I will notify the board of trustees.

Event Team

Event team expenses have exceeded budget-to-date. Measures taken several months ago have reduced the number of hours. The new assignment of duties described in my monthly report to the board, beginning in August, reduces the total number of hours further. This item should end the year much closer to budget and potentially under budget.

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Total Committees		Facility & Grounds (Departments)		Ministry (Departments)		Music Dept (Departments)	
	Jan - Jul 10	Budget	Jan - Jul 10	Budget	Jan - Jul 10	Budget	Jan - Jul 10	Budget
Ordinary Income/Expense								
Income								
4000 · Unrestricted Income								
4100 · Contributions								
4140 · Forum	0.00		0.00		0.00		0.00	
4110 · Pledge	0.00		0.00		0.00		0.00	
4120 · Sunday Plate	0.00		0.00		0.00		0.00	
4130 · Sunday Coffee Service	0.00		0.00		0.00		0.00	
4190 · Other	0.00		0.00		0.00		0.00	
4100 · Contributions - Other	0.00		0.00		0.00		0.00	
Total 4100 · Contributions	0.00		0.00		0.00		0.00	
4200 · Rental	0.00		0.00		0.00		0.00	
4400 · Misc Income	0.00		0.00		0.00		0.00	
Total 4000 · Unrestricted Income	0.00		0.00		0.00		0.00	
4300 · Interest & Dividends	0.00		0.00		0.00		0.00	
Total Income	0.00		0.00		0.00		0.00	
Expense								
6000 · General Expenses	0.00	7,925.00	0.00		0.00		0.00	6,500.00
Total 6100 · Ministry Support	0.00		0.00		4,700.00	7,200.00	1,375.00	
Total 6200 · Supplies & Materials	787.03		33.36		43.19		1,126.91	0.00
Total 6300 · Repairs and Upkeep	0.00		37,881.61	74,760.00	0.00		0.00	
Total 6400 · In house services	635.20		0.00		52.48		19.27	
Total 6500 · Miscellaneous	509.06		0.00		2,148.49	7,500.00	20.62	1,000.00
Total 6600 · Employee Expenses	316.49		12,857.63	19,765.00	52,144.28	89,592.00	42,227.09	72,931.00
Total 6700 · Charitable Contributions	0.00		0.00		0.00		0.00	
Total Expense	2,247.78	7,925.00	50,772.60	94,525.00	59,088.44	104,292.00	44,768.89	80,431.00
Net Ordinary Income	-2,247.78	-7,925.00	-50,772.60	-94,525.00	-59,088.44	-104,292.00	-44,768.89	-80,431.00
Net Income	-2,247.78	-7,925.00	-50,772.60	-94,525.00	-59,088.44	-104,292.00	-44,768.89	-80,431.00

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Program Support (Departments)		Religious Ed Dept (Departments)		Other Operating Fund		TOTAL		
	Jan - Jul 10	Budget	Jan - Jul 10	Budget	Jan - Jul 10	Budget	Jan - Jul 10	Budget	\$ Over Budget
Ordinary Income/Expense									
Income									
4000 · Unrestricted Income									
4100 · Contributions									
4140 · Forum	0.00		0.00		993.84		993.84	0.00	993.84
4110 · Pledge	0.00		0.00		244,694.64	450,000.00	244,694.64	450,000.00	-205,305.36
4120 · Sunday Plate	0.00		0.00		16,924.69	65,000.00	16,924.69	65,000.00	-48,075.31
4130 · Sunday Coffee Service	0.00		0.00		1,629.23	4,000.00	1,629.23	4,000.00	-2,370.77
4190 · Other	0.00		0.00		4,682.09	5,000.00	4,682.09	5,000.00	-317.91
4100 · Contributions - Other	0.00		0.00		1,121.00		1,121.00	0.00	1,121.00
Total 4100 · Contributions	0.00		0.00		270,045.49	524,000.00	270,045.49	524,000.00	-253,954.51
4200 · Rental	0.00		0.00		28,486.26	50,000.00	28,486.26	50,000.00	-21,513.74
4400 · Misc Income	0.00		0.00		5,784.48	2,000.00	5,784.48	2,000.00	3,784.48
Total 4000 · Unrestricted Income	0.00		0.00		304,316.23	576,000.00	304,316.23	576,000.00	-271,683.77
4300 · Interest & Dividends	0.00		0.00		213.80	72.00	213.80	72.00	141.80
Total Income	0.00		0.00		304,530.03	576,072.00	304,530.03	576,072.00	-271,541.97
Expense									
6000 · General Expenses	0.00		0.00	1,150.00	0.00		0.00	15,575.00	-15,575.00
Total 6100 · Ministry Support	0.00		0.00		0.00		6,075.00	7,200.00	-1,125.00
Total 6200 · Supplies & Materials	1,117.49	4,500.00	243.98		2,104.69	5,000.00	5,456.65	9,500.00	-4,043.35
Total 6300 · Repairs and Upkeep	0.00		0.00		0.00		37,881.61	74,760.00	-36,878.39
Total 6400 · In house services	10,935.64	30,300.00	0.00		0.00		11,642.59	30,300.00	-18,657.41
Total 6500 · Miscellaneous	293.55	4,300.00	405.80		2,205.51		5,583.03	12,800.00	-7,216.97
Total 6600 · Employee Expenses	81,128.52	151,104.00	56,314.92	106,837.00	2,937.16	4,692.00	247,926.09	444,921.00	-196,994.91
Total 6700 · Charitable Contributions	0.00		0.00		9,650.00	12,350.00	9,650.00	12,350.00	-2,700.00
Total Expense	93,475.20	190,204.00	56,964.70	107,987.00	16,897.36	22,042.00	324,214.97	607,406.00	-283,191.03
Net Ordinary Income	-93,475.20	-190,204.00	-56,964.70	-107,987.00	287,632.67	554,030.00	-19,684.94	-31,334.00	11,649.06
Net Income	-93,475.20	-190,204.00	-56,964.70	-107,987.00	287,632.67	554,030.00	-19,684.94	-31,334.00	11,649.06

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>% of Budget</u>
Ordinary Income/Expense	
Income	
4000 · Unrestricted Income	
4100 · Contributions	
4140 · Forum	100.0%
4110 · Pledge	54.38%
4120 · Sunday Plate	26.04%
4130 · Sunday Coffee Service	40.73%
4190 · Other	93.64%
4100 · Contributions - Other	100.0%
Total 4100 · Contributions	<u>51.54%</u>
4200 · Rental	56.97%
4400 · Misc Income	289.22%
Total 4000 · Unrestricted Income	<u>52.83%</u>
4300 · Interest & Dividends	296.94%
Total Income	<u>52.86%</u>
Expense	
6000 · General Expenses	0.0%
Total 6100 · Ministry Support	84.38%
Total 6200 · Supplies & Materials	57.44%
Total 6300 · Repairs and Upkeep	50.67%
Total 6400 · In house services	38.42%
Total 6500 · Miscellaneous	43.62%
Total 6600 · Employee Expenses	55.72%
Total 6700 · Charitable Contributions	<u>78.14%</u>
Total Expense	<u>53.38%</u>
Net Ordinary Income	<u>62.82%</u>
Net Income	<u><u>62.82%</u></u>

First Unitarian Universalist Church of Austin

Balance Sheet

As of July 31, 2010

	<u>Jul 31, 10</u>
ASSETS	
Current Assets	
Checking/Savings	
1000 · Cash & Investments	
1100 · Bank	
1140 · THCU CDs	30,033.87
1130 · THCU Money Market	78,338.43
1110 · THCU Checking	7,788.59
1120 · THCU Savings	29.23
Total 1100 · Bank	<u>116,190.12</u>
1200 · Schwab Accounts	
1210 · Permanent Endowment Account	105,837.21
1220 · Mixed Investment Account	350,114.46
1230 · Murr Music Account	36,869.19
Total 1200 · Schwab Accounts	<u>492,820.86</u>
1300 · Annuity 2014	11,007.73
Total 1000 · Cash & Investments	<u>620,018.71</u>
Total Checking/Savings	620,018.71
Accounts Receivable	
11000 · Accounts Receivable	0.00
Total Accounts Receivable	<u>0.00</u>
Total Current Assets	620,018.71
Fixed Assets	
1500 · Fixed Assets	
1510 · Building - at cost	672,232.75
1530 · Land - Travis CAD '09 Value	1,508,930.00
1540 · Furniture & Equipment	0.00
Total 1500 · Fixed Assets	<u>2,181,162.75</u>
Total Fixed Assets	<u>2,181,162.75</u>
TOTAL ASSETS	<u><u>2,801,181.46</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2000 · Liabilities	
2400 · Payroll Liabilities	5,449.19
2200 · Security Deposits	80.00
Total 2000 · Liabilities	<u>5,529.19</u>
Total Other Current Liabilities	<u>5,529.19</u>

First Unitarian Universalist Church of Austin

Balance Sheet

As of July 31, 2010

	<u>Jul 31, 10</u>
Total Current Liabilities	<u>5,529.19</u>
Total Liabilities	5,529.19
Equity	
3001 · Fixed Assets - Equity	2,181,162.75
3100 · Restricted Funds	
3200 · Cong. Restricted Funds	
3220 · Permanent Endowment Fund	107,337.21
3240 · Memorial Savings Fund	248,979.09
3260 · Murr Music Fund	<u>37,119.19</u>
Total 3200 · Cong. Restricted Funds	393,435.49
3400 · Board Restricted Funds	
3560 · Worship Services Fund	1,000.00
3555 · Forum Fund	1,000.00
3550 · Minister's Discretionary Fund	0.00
3406 · Bridge Builder Action Team Fund	8,510.95
3405 · Long Range Fund	41,282.73
3410 · Capital Campaign Fund	10,000.00
3415 · Paradox Players Fund	14,015.14
3420 · Religious Education Fund	
3422 · CampUU/Hogwarts Fund	10,595.59
3424 · Junior High Fund	3,304.66
3426 · Senior High Fund	4,811.12
3427 · Lecture Series Fund	368.43
3428 · Adult RE Fund	7,820.53
3429 · Children's RE Fund	991.37
3420 · Religious Education Fund - Other	<u>0.00</u>
Total 3420 · Religious Education Fund	27,891.70
3440 · Caring Fund	4,588.20
3450 · Music Fund	
3452 · Children's Choir Fund	3,777.52
3456 · Music Other Fund	<u>2,456.06</u>
Total 3450 · Music Fund	6,233.58
3460 · Bookstore Fund	2,602.47
3465 · Denominational Affairs Fund	70.02
3470 · Facility Fund	
3478 · Grounds Fund	850.00
3472 · Emergency Fund	2,923.63
3474 · Green Sanctuary Fund	1,586.55
3476 · Recycling Program Fund	<u>778.71</u>
Total 3470 · Facility Fund	6,138.89
3480 · Flowers Fund	329.34
3490 · Technology Fund	
3492 · Internet Ministries Fund	2,797.67
3494 · Media Team Fund	<u>1,916.65</u>

First Unitarian Universalist Church of Austin
Balance Sheet
As of July 31, 2010

	<u>Jul 31, 10</u>
Total 3490 · Technology Fund	4,714.32
3505 · Meet & Eat Fund	528.78
3515 · Social Action Fund	1,516.75
3525 · Voyagers Fund	211.39
3530 · YARN Fund	208.24
3535 · Yew Grove Fund	155.17
3540 · Library Fund	505.38
3545 · Special Plate Fund	0.00
Total 3400 · Board Restricted Funds	<u>131,503.05</u>
Total 3100 · Restricted Funds	524,938.54
3900 · Unrestricted Net Assets	109,235.92
Net Income	-19,684.94
Total Equity	<u>2,795,652.27</u>
TOTAL LIABILITIES & EQUITY	<u><u>2,801,181.46</u></u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Congregational Care (Committees)		
	<u>Jan - Jul 10</u>	<u>Budget</u>	<u>\$ Over Budget</u>
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum	0.00		
4110 · Pledge	0.00		
4120 · Sunday Plate	0.00		
4130 · Sunday Coffee Service	0.00		
4190 · Other	0.00		
4100 · Contributions - Other	0.00		
Total 4100 · Contributions	<u>0.00</u>		
4200 · Rental	0.00		
4400 · Misc Income	0.00		
Total 4000 · Unrestricted Income	<u>0.00</u>		
4300 · Interest & Dividends	0.00		
Total Income	<u>0.00</u>		
Expense			
6000 · General Expenses	0.00	50.00	-50.00
6100 · Ministry Support			
6110 · Guest Speaker / Musician	0.00		
6130 · Publications	0.00		
Total 6100 · Ministry Support	<u>0.00</u>		
6200 · Supplies & Materials			
6210 · Office supplies	0.00		
6220 · Worship Supplies	0.00		
6230 · Kitchen Supplies	0.00		
6240 · Sunday Coffee Service	0.00		
6290 · Other supplies	0.00		
6200 · Supplies & Materials - Other	0.00		
Total 6200 · Supplies & Materials	<u>0.00</u>		
6300 · Repairs and Upkeep			
6310 · Custodial Services	0.00		
6320 · Grounds	0.00		
6330 · Building upkeep			
6336 · Repairs & Maintenance	0.00		
6332 · Security Alarm	0.00		
6334 · Pest Control	0.00		
6330 · Building upkeep - Other	0.00		
Total 6330 · Building upkeep	<u>0.00</u>		
6340 · Property & Liability Insurance	0.00		
6350 · Utilities			
6352 · Electric & Water	0.00		
6354 · Gas	0.00		

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Congregational Care (Committees)		
	<u>Jan - Jul 10</u>	<u>Budget</u>	<u>\$ Over Budget</u>
6357 · Trash Removal	0.00		
6358 · Drainage	0.00		
6359 · Recycling	0.00		
Total 6350 · Utilities	<u>0.00</u>		
Total 6300 · Repairs and Upkeep	0.00		
6400 · In house services			
6410 · Printing			
6416 · Special Copies	0.00		
6412 · Copier Lease	0.00		
6414 · Outside printing	0.00		
Total 6410 · Printing	<u>0.00</u>		
6420 · Communications, Data & Tech			
6422 · Internet service	0.00		
6424 · Data System Fees	0.00		
6426 · Website hosting	0.00		
6428 · Equipment	0.00		
6430 · Postage	0.00		
6432 · Telephone	0.00		
Total 6420 · Communications, Data & Tech	<u>0.00</u>		
Total 6400 · In house services	0.00		
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees	0.00		
6512 · Bank fees	0.00		
6514 · safe deposit box	0.00		
Total 6510 · Banking expenses	<u>0.00</u>		
6520 · Committees & Member Support	0.00		
6570 · Outside Services	0.00		
6580 · Professional Expenses	0.00		
6500 · Miscellaneous - Other	0.00		
Total 6500 · Miscellaneous	<u>0.00</u>		
6600 · Employee Expenses			
6670 · Other Employee Expenses	0.00		
6610 · Payroll			
6610 · Payroll - Other	0.00		
Total 6610 · Payroll	<u>0.00</u>		
6630 · Payroll Taxes	0.00		
6650 · Benefits			
6650 · Benefits - Other	0.00		
Total 6650 · Benefits	<u>0.00</u>		

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	Congregational Care (Committees)		
	<u>Jan - Jul 10</u>	<u>Budget</u>	<u>\$ Over Budget</u>
6660 · Workers' Comp Insurance	0.00		
6600 · Employee Expenses - Other	0.00		
Total 6600 · Employee Expenses	<u>0.00</u>		
6700 · Charitable Contributions			
6710 · UUA	0.00		
6720 · SWUUC	0.00		
6730 · Other UUA	0.00		
6790 · Other contributions	0.00		
Total 6700 · Charitable Contributions	<u>0.00</u>		
Total Expense	<u>0.00</u>	<u>50.00</u>	<u>-50.00</u>
Net Ordinary Income	<u>0.00</u>	<u>-50.00</u>	<u>50.00</u>
Net Income	<u><u>0.00</u></u>	<u><u>-50.00</u></u>	<u><u>50.00</u></u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	Fel (Cor)
			<u>Budget</u>
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum		0.00	
4110 · Pledge		0.00	
4120 · Sunday Plate		0.00	
4130 · Sunday Coffee Service		0.00	
4190 · Other		0.00	
4100 · Contributions - Other		0.00	
Total 4100 · Contributions		<u>0.00</u>	
4200 · Rental		0.00	
4400 · Misc Income		0.00	
Total 4000 · Unrestricted Income		<u>0.00</u>	
4300 · Interest & Dividends		0.00	
Total Income		<u>0.00</u>	
Expense			
6000 · General Expenses	0.0%	0.00	1,000.00
6100 · Ministry Support			
6110 · Guest Speaker / Musician		0.00	
6130 · Publications		0.00	
Total 6100 · Ministry Support		<u>0.00</u>	
6200 · Supplies & Materials			
6210 · Office supplies		0.00	
6220 · Worship Supplies		0.00	
6230 · Kitchen Supplies		0.00	
6240 · Sunday Coffee Service		0.00	
6290 · Other supplies		127.59	
6200 · Supplies & Materials - Other		0.00	
Total 6200 · Supplies & Materials		<u>127.59</u>	
6300 · Repairs and Upkeep			
6310 · Custodial Services		0.00	
6320 · Grounds		0.00	
6330 · Building upkeep			
6336 · Repairs & Maintenance		0.00	
6332 · Security Alarm		0.00	
6334 · Pest Control		0.00	
6330 · Building upkeep - Other		0.00	
Total 6330 · Building upkeep		<u>0.00</u>	
6340 · Property & Liability Insurance		0.00	
6350 · Utilities			
6352 · Electric & Water		0.00	
6354 · Gas		0.00	

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	% of Budget	Jan - Jul 10	Budget
			Fel (Cor)
6357 · Trash Removal		0.00	
6358 · Drainage		0.00	
6359 · Recycling		0.00	
Total 6350 · Utilities		0.00	
Total 6300 · Repairs and Upkeep		0.00	
6400 · In house services			
6410 · Printing			
6416 · Special Copies		0.00	
6412 · Copier Lease		0.00	
6414 · Outside printing		0.00	
Total 6410 · Printing		0.00	
6420 · Communications, Data & Tech			
6422 · Internet service		0.00	
6424 · Data System Fees		0.00	
6426 · Website hosting		0.00	
6428 · Equipment		0.00	
6430 · Postage		0.00	
6432 · Telephone		0.00	
Total 6420 · Communications, Data & Tech		0.00	
Total 6400 · In house services		0.00	
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees		0.00	
6512 · Bank fees		0.00	
6514 · safe deposit box		0.00	
Total 6510 · Banking expenses		0.00	
6520 · Committees & Member Support		0.00	
6570 · Outside Services		0.00	
6580 · Professional Expenses		0.00	
6500 · Miscellaneous - Other		0.00	
Total 6500 · Miscellaneous		0.00	
6600 · Employee Expenses			
6670 · Other Employee Expenses		0.00	
6610 · Payroll			
6610 · Payroll - Other		49.89	
Total 6610 · Payroll		49.89	
6630 · Payroll Taxes		0.00	
6650 · Benefits			
6650 · Benefits - Other		0.00	
Total 6650 · Benefits		0.00	

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

Fel
(Cor)

	% of Budget	Jan - Jul 10	Budget
6660 · Workers' Comp Insurance		0.00	
6600 · Employee Expenses - Other		0.00	
Total 6600 · Employee Expenses		49.89	
6700 · Charitable Contributions			
6710 · UUA		0.00	
6720 · SWUUC		0.00	
6730 · Other UUA		0.00	
6790 · Other contributions		0.00	
Total 6700 · Charitable Contributions		0.00	
Total Expense	0.0%	177.48	1,000.00
Net Ordinary Income	0.0%	-177.48	-1,000.00
Net Income	0.0%	-177.48	-1,000.00

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Fellowship Committees)		
	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Jan - Jul 10</u>
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum			0.00
4110 · Pledge			0.00
4120 · Sunday Plate			0.00
4130 · Sunday Coffee Service			0.00
4190 · Other			0.00
4100 · Contributions - Other			0.00
Total 4100 · Contributions			<u>0.00</u>
4200 · Rental			0.00
4400 · Misc Income			0.00
Total 4000 · Unrestricted Income			<u>0.00</u>
4300 · Interest & Dividends			0.00
Total Income			<u>0.00</u>
Expense			
6000 · General Expenses	-1,000.00	0.0%	0.00
6100 · Ministry Support			
6110 · Guest Speaker / Musician			0.00
6130 · Publications			0.00
Total 6100 · Ministry Support			<u>0.00</u>
6200 · Supplies & Materials			
6210 · Office supplies			0.00
6220 · Worship Supplies			0.00
6230 · Kitchen Supplies			0.00
6240 · Sunday Coffee Service			0.00
6290 · Other supplies			8.93
6200 · Supplies & Materials - Other			0.00
Total 6200 · Supplies & Materials			<u>8.93</u>
6300 · Repairs and Upkeep			
6310 · Custodial Services			0.00
6320 · Grounds			0.00
6330 · Building upkeep			
6336 · Repairs & Maintenance			0.00
6332 · Security Alarm			0.00
6334 · Pest Control			0.00
6330 · Building upkeep - Other			0.00
Total 6330 · Building upkeep			<u>0.00</u>
6340 · Property & Liability Insurance			0.00
6350 · Utilities			
6352 · Electric & Water			0.00
6354 · Gas			0.00

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	allowship nmittees)		
	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Jan - Jul 10</u>
6357 · Trash Removal			0.00
6358 · Drainage			0.00
6359 · Recycling			0.00
Total 6350 · Utilities			<u>0.00</u>
Total 6300 · Repairs and Upkeep			0.00
6400 · In house services			
6410 · Printing			
6416 · Special Copies			0.00
6412 · Copier Lease			0.00
6414 · Outside printing			0.00
Total 6410 · Printing			<u>0.00</u>
6420 · Communications, Data & Tech			
6422 · Internet service			0.00
6424 · Data System Fees			0.00
6426 · Website hosting			0.00
6428 · Equipment			0.00
6430 · Postage			0.00
6432 · Telephone			0.00
Total 6420 · Communications, Data & Tech			<u>0.00</u>
Total 6400 · In house services			0.00
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees			0.00
6512 · Bank fees			0.00
6514 · safe deposit box			0.00
Total 6510 · Banking expenses			<u>0.00</u>
6520 · Committees & Member Support			130.00
6570 · Outside Services			0.00
6580 · Professional Expenses			0.00
6500 · Miscellaneous - Other			0.00
Total 6500 · Miscellaneous			<u>130.00</u>
6600 · Employee Expenses			
6670 · Other Employee Expenses			0.00
6610 · Payroll			
6610 · Payroll - Other			0.00
Total 6610 · Payroll			<u>0.00</u>
6630 · Payroll Taxes			0.00
6650 · Benefits			
6650 · Benefits - Other			0.00
Total 6650 · Benefits			<u>0.00</u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	(allowship committees)		
	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Jan - Jul 10</u>
6660 · Workers' Comp Insurance			0.00
6600 · Employee Expenses - Other			0.00
Total 6600 · Employee Expenses			<u>0.00</u>
6700 · Charitable Contributions			
6710 · UUA			0.00
6720 · SWUUC			0.00
6730 · Other UUA			0.00
6790 · Other contributions			0.00
Total 6700 · Charitable Contributions			<u>0.00</u>
Total Expense	<u>-822.52</u>	<u>17.75%</u>	<u>138.93</u>
Net Ordinary Income	<u>822.52</u>	<u>17.75%</u>	<u>-138.93</u>
Net Income	<u><u>822.52</u></u>	<u><u>17.75%</u></u>	<u><u>-138.93</u></u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Forum (Committees)		
	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum			
4110 · Pledge			
4120 · Sunday Plate			
4130 · Sunday Coffee Service			
4190 · Other			
4100 · Contributions - Other			
Total 4100 · Contributions			
4200 · Rental			
4400 · Misc Income			
Total 4000 · Unrestricted Income			
4300 · Interest & Dividends			
Total Income			
Expense			
6000 · General Expenses	250.00	-250.00	0.0%
6100 · Ministry Support			
6110 · Guest Speaker / Musician			
6130 · Publications			
Total 6100 · Ministry Support			
6200 · Supplies & Materials			
6210 · Office supplies			
6220 · Worship Supplies			
6230 · Kitchen Supplies			
6240 · Sunday Coffee Service			
6290 · Other supplies			
6200 · Supplies & Materials - Other			
Total 6200 · Supplies & Materials			
6300 · Repairs and Upkeep			
6310 · Custodial Services			
6320 · Grounds			
6330 · Building upkeep			
6336 · Repairs & Maintenance			
6332 · Security Alarm			
6334 · Pest Control			
6330 · Building upkeep - Other			
Total 6330 · Building upkeep			
6340 · Property & Liability Insurance			
6350 · Utilities			
6352 · Electric & Water			
6354 · Gas			

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Forum (Committees)		
	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
6357 · Trash Removal			
6358 · Drainage			
6359 · Recycling			
Total 6350 · Utilities			
Total 6300 · Repairs and Upkeep			
6400 · In house services			
6410 · Printing			
6416 · Special Copies			
6412 · Copier Lease			
6414 · Outside printing			
Total 6410 · Printing			
6420 · Communications, Data & Tech			
6422 · Internet service			
6424 · Data System Fees			
6426 · Website hosting			
6428 · Equipment			
6430 · Postage			
6432 · Telephone			
Total 6420 · Communications, Data & Tech			
Total 6400 · In house services			
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees			
6512 · Bank fees			
6514 · safe deposit box			
Total 6510 · Banking expenses			
6520 · Committees & Member Support			
6570 · Outside Services			
6580 · Professional Expenses			
6500 · Miscellaneous - Other			
Total 6500 · Miscellaneous			
6600 · Employee Expenses			
6670 · Other Employee Expenses			
6610 · Payroll			
6610 · Payroll - Other			
Total 6610 · Payroll			
6630 · Payroll Taxes			
6650 · Benefits			
6650 · Benefits - Other			
Total 6650 · Benefits			

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	Forum (Committees)		
	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
6660 · Workers' Comp Insurance			
6600 · Employee Expenses - Other			
Total 6600 · Employee Expenses			
6700 · Charitable Contributions			
6710 · UUA			
6720 · SWUUC			
6730 · Other UUA			
6790 · Other contributions			
Total 6700 · Charitable Contributions			
Total Expense	<u>250.00</u>	<u>-111.07</u>	<u>55.57%</u>
Net Ordinary Income	<u>-250.00</u>	<u>111.07</u>	<u>55.57%</u>
Net Income	<u><u>-250.00</u></u>	<u><u>111.07</u></u>	<u><u>55.57%</u></u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Media (Committees)		
	<u>Jan - Jul 10</u>	<u>Budget</u>	<u>\$ Over Budget</u>
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum	0.00		
4110 · Pledge	0.00		
4120 · Sunday Plate	0.00		
4130 · Sunday Coffee Service	0.00		
4190 · Other	0.00		
4100 · Contributions - Other	0.00		
Total 4100 · Contributions	<u>0.00</u>		
4200 · Rental	0.00		
4400 · Misc Income	0.00		
Total 4000 · Unrestricted Income	<u>0.00</u>		
4300 · Interest & Dividends	0.00		
Total Income	<u>0.00</u>		
Expense			
6000 · General Expenses	0.00	625.00	-625.00
6100 · Ministry Support			
6110 · Guest Speaker / Musician	0.00		
6130 · Publications	0.00		
Total 6100 · Ministry Support	<u>0.00</u>		
6200 · Supplies & Materials			
6210 · Office supplies	14.70		
6220 · Worship Supplies	0.00		
6230 · Kitchen Supplies	0.00		
6240 · Sunday Coffee Service	0.00		
6290 · Other supplies	6.48		
6200 · Supplies & Materials - Other	0.00		
Total 6200 · Supplies & Materials	<u>21.18</u>		
6300 · Repairs and Upkeep			
6310 · Custodial Services	0.00		
6320 · Grounds	0.00		
6330 · Building upkeep			
6336 · Repairs & Maintenance	0.00		
6332 · Security Alarm	0.00		
6334 · Pest Control	0.00		
6330 · Building upkeep - Other	0.00		
Total 6330 · Building upkeep	<u>0.00</u>		
6340 · Property & Liability Insurance	0.00		
6350 · Utilities			
6352 · Electric & Water	0.00		
6354 · Gas	0.00		

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Media		
	(Committees)		
	Jan - Jul 10	Budget	\$ Over Budget
6357 · Trash Removal	0.00		
6358 · Drainage	0.00		
6359 · Recycling	0.00		
Total 6350 · Utilities	0.00		
Total 6300 · Repairs and Upkeep	0.00		
6400 · In house services			
6410 · Printing			
6416 · Special Copies	0.00		
6412 · Copier Lease	0.00		
6414 · Outside printing	0.00		
Total 6410 · Printing	0.00		
6420 · Communications, Data & Tech			
6422 · Internet service	0.00		
6424 · Data System Fees	0.00		
6426 · Website hosting	0.00		
6428 · Equipment	600.00		
6430 · Postage	0.00		
6432 · Telephone	0.00		
Total 6420 · Communications, Data & Tech	600.00		
Total 6400 · In house services	600.00		
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees	0.00		
6512 · Bank fees	0.00		
6514 · safe deposit box	0.00		
Total 6510 · Banking expenses	0.00		
6520 · Committees & Member Support	0.00		
6570 · Outside Services	0.00		
6580 · Professional Expenses	0.00		
6500 · Miscellaneous - Other	0.00		
Total 6500 · Miscellaneous	0.00		
6600 · Employee Expenses			
6670 · Other Employee Expenses	0.00		
6610 · Payroll			
6610 · Payroll - Other	0.00		
Total 6610 · Payroll	0.00		
6630 · Payroll Taxes	0.00		
6650 · Benefits			
6650 · Benefits - Other	0.00		
Total 6650 · Benefits	0.00		

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	Media (Committees)		
	<u>Jan - Jul 10</u>	<u>Budget</u>	<u>\$ Over Budget</u>
6660 · Workers' Comp Insurance	0.00		
6600 · Employee Expenses - Other	0.00		
Total 6600 · Employee Expenses	<u>0.00</u>		
6700 · Charitable Contributions			
6710 · UUA	0.00		
6720 · SWUUC	0.00		
6730 · Other UUA	0.00		
6790 · Other contributions	0.00		
Total 6700 · Charitable Contributions	<u>0.00</u>		
Total Expense	<u>621.18</u>	<u>625.00</u>	<u>-3.82</u>
Net Ordinary Income	<u>-621.18</u>	<u>-625.00</u>	<u>3.82</u>
Net Income	<u><u>-621.18</u></u>	<u><u>-625.00</u></u>	<u><u>3.82</u></u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	Me <u>(Co)</u> <u>Budget</u>
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum		0.00	
4110 · Pledge		0.00	
4120 · Sunday Plate		0.00	
4130 · Sunday Coffee Service		0.00	
4190 · Other		0.00	
4100 · Contributions - Other		0.00	
Total 4100 · Contributions		<u>0.00</u>	
4200 · Rental		0.00	
4400 · Misc Income		0.00	
Total 4000 · Unrestricted Income		<u>0.00</u>	
4300 · Interest & Dividends		0.00	
Total Income		<u>0.00</u>	
Expense			
6000 · General Expenses	0.0%	0.00	500.00
6100 · Ministry Support			
6110 · Guest Speaker / Musician		0.00	
6130 · Publications		0.00	
Total 6100 · Ministry Support		<u>0.00</u>	
6200 · Supplies & Materials			
6210 · Office supplies		0.00	
6220 · Worship Supplies		0.00	
6230 · Kitchen Supplies		0.00	
6240 · Sunday Coffee Service		0.00	
6290 · Other supplies		0.00	
6200 · Supplies & Materials - Other		0.00	
Total 6200 · Supplies & Materials		<u>0.00</u>	
6300 · Repairs and Upkeep			
6310 · Custodial Services		0.00	
6320 · Grounds		0.00	
6330 · Building upkeep			
6336 · Repairs & Maintenance		0.00	
6332 · Security Alarm		0.00	
6334 · Pest Control		0.00	
6330 · Building upkeep - Other		0.00	
Total 6330 · Building upkeep		<u>0.00</u>	
6340 · Property & Liability Insurance		0.00	
6350 · Utilities			
6352 · Electric & Water		0.00	
6354 · Gas		0.00	

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	Me (Co)
			<u>Budget</u>
6357 · Trash Removal		0.00	
6358 · Drainage		0.00	
6359 · Recycling		0.00	
Total 6350 · Utilities		<u>0.00</u>	
 Total 6300 · Repairs and Upkeep		0.00	
 6400 · In house services			
6410 · Printing			
6416 · Special Copies		0.00	
6412 · Copier Lease		0.00	
6414 · Outside printing		0.00	
Total 6410 · Printing		<u>0.00</u>	
 6420 · Communications, Data & Tech			
6422 · Internet service		0.00	
6424 · Data System Fees		0.00	
6426 · Website hosting		0.00	
6428 · Equipment		0.00	
6430 · Postage		0.00	
6432 · Telephone		0.00	
Total 6420 · Communications, Data & Tech		<u>0.00</u>	
 Total 6400 · In house services		0.00	
 6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees		0.00	
6512 · Bank fees		0.00	
6514 · safe deposit box		0.00	
Total 6510 · Banking expenses		<u>0.00</u>	
 6520 · Committees & Member Support		0.00	
6570 · Outside Services		0.00	
6580 · Professional Expenses		0.00	
6500 · Miscellaneous - Other		0.00	
Total 6500 · Miscellaneous		<u>0.00</u>	
 6600 · Employee Expenses			
6670 · Other Employee Expenses		0.00	
6610 · Payroll			
6610 · Payroll - Other		0.00	
Total 6610 · Payroll		<u>0.00</u>	
 6630 · Payroll Taxes		0.00	
6650 · Benefits			
6650 · Benefits - Other		0.00	
Total 6650 · Benefits		<u>0.00</u>	

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	Me (Co) <u>Budget</u>
6660 · Workers' Comp Insurance		0.00	
6600 · Employee Expenses - Other		<u>0.00</u>	
Total 6600 · Employee Expenses		0.00	
6700 · Charitable Contributions			
6710 · UUA		0.00	
6720 · SWUUC		0.00	
6730 · Other UUA		0.00	
6790 · Other contributions		<u>0.00</u>	
Total 6700 · Charitable Contributions		0.00	
Total Expense	<u>99.39%</u>	<u>0.00</u>	<u>500.00</u>
Net Ordinary Income	<u>99.39%</u>	<u>0.00</u>	<u>-500.00</u>
Net Income	<u><u>99.39%</u></u>	<u><u>0.00</u></u>	<u><u>-500.00</u></u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Membership Committees)		
	\$ Over Budget	% of Budget	Jan - Jul 10
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum			0.00
4110 · Pledge			0.00
4120 · Sunday Plate			0.00
4130 · Sunday Coffee Service			0.00
4190 · Other			0.00
4100 · Contributions - Other			0.00
Total 4100 · Contributions			0.00
4200 · Rental			0.00
4400 · Misc Income			0.00
Total 4000 · Unrestricted Income			0.00
4300 · Interest & Dividends			0.00
Total Income			0.00
Expense			
6000 · General Expenses	-500.00	0.0%	0.00
6100 · Ministry Support			
6110 · Guest Speaker / Musician			0.00
6130 · Publications			0.00
Total 6100 · Ministry Support			0.00
6200 · Supplies & Materials			
6210 · Office supplies			0.00
6220 · Worship Supplies			0.00
6230 · Kitchen Supplies			0.00
6240 · Sunday Coffee Service			0.00
6290 · Other supplies			0.00
6200 · Supplies & Materials - Other			0.00
Total 6200 · Supplies & Materials			0.00
6300 · Repairs and Upkeep			
6310 · Custodial Services			0.00
6320 · Grounds			0.00
6330 · Building upkeep			
6336 · Repairs & Maintenance			0.00
6332 · Security Alarm			0.00
6334 · Pest Control			0.00
6330 · Building upkeep - Other			0.00
Total 6330 · Building upkeep			0.00
6340 · Property & Liability Insurance			0.00
6350 · Utilities			
6352 · Electric & Water			0.00
6354 · Gas			0.00

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Membership Committees)		
	\$ Over Budget	% of Budget	Jan - Jul 10
6357 · Trash Removal			0.00
6358 · Drainage			0.00
6359 · Recycling			0.00
Total 6350 · Utilities			0.00
Total 6300 · Repairs and Upkeep			0.00
6400 · In house services			
6410 · Printing			
6416 · Special Copies			0.00
6412 · Copier Lease			0.00
6414 · Outside printing			0.00
Total 6410 · Printing			0.00
6420 · Communications, Data & Tech			
6422 · Internet service			0.00
6424 · Data System Fees			0.00
6426 · Website hosting			0.00
6428 · Equipment			0.00
6430 · Postage			0.00
6432 · Telephone			0.00
Total 6420 · Communications, Data & Tech			0.00
Total 6400 · In house services			0.00
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees			0.00
6512 · Bank fees			0.00
6514 · safe deposit box			0.00
Total 6510 · Banking expenses			0.00
6520 · Committees & Member Support			324.04
6570 · Outside Services			0.00
6580 · Professional Expenses			0.00
6500 · Miscellaneous - Other			0.00
Total 6500 · Miscellaneous			324.04
6600 · Employee Expenses			
6670 · Other Employee Expenses			0.00
6610 · Payroll			
6610 · Payroll - Other			0.00
Total 6610 · Payroll			0.00
6630 · Payroll Taxes			0.00
6650 · Benefits			
6650 · Benefits - Other			0.00
Total 6650 · Benefits			0.00

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	Membership Committees)		
	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Jan - Jul 10</u>
6660 · Workers' Comp Insurance			0.00
6600 · Employee Expenses - Other			0.00
Total 6600 · Employee Expenses			<u>0.00</u>
6700 · Charitable Contributions			
6710 · UUA			0.00
6720 · SWUUC			0.00
6730 · Other UUA			0.00
6790 · Other contributions			0.00
Total 6700 · Charitable Contributions			<u>0.00</u>
Total Expense	<u>-500.00</u>	<u>0.0%</u>	<u>324.04</u>
Net Ordinary Income	<u>500.00</u>	<u>0.0%</u>	<u>-324.04</u>
Net Income	<u><u>500.00</u></u>	<u><u>0.0%</u></u>	<u><u>-324.04</u></u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Nominating (Committees)		
	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum			
4110 · Pledge			
4120 · Sunday Plate			
4130 · Sunday Coffee Service			
4190 · Other			
4100 · Contributions - Other			
Total 4100 · Contributions			
4200 · Rental			
4400 · Misc Income			
Total 4000 · Unrestricted Income			
4300 · Interest & Dividends			
Total Income			
Expense			
6000 · General Expenses	1,000.00	-1,000.00	0.0%
6100 · Ministry Support			
6110 · Guest Speaker / Musician			
6130 · Publications			
Total 6100 · Ministry Support			
6200 · Supplies & Materials			
6210 · Office supplies			
6220 · Worship Supplies			
6230 · Kitchen Supplies			
6240 · Sunday Coffee Service			
6290 · Other supplies			
6200 · Supplies & Materials - Other			
Total 6200 · Supplies & Materials			
6300 · Repairs and Upkeep			
6310 · Custodial Services			
6320 · Grounds			
6330 · Building upkeep			
6336 · Repairs & Maintenance			
6332 · Security Alarm			
6334 · Pest Control			
6330 · Building upkeep - Other			
Total 6330 · Building upkeep			
6340 · Property & Liability Insurance			
6350 · Utilities			
6352 · Electric & Water			
6354 · Gas			

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Nominating (Committees)		
	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
6357 · Trash Removal			
6358 · Drainage			
6359 · Recycling			
Total 6350 · Utilities			
Total 6300 · Repairs and Upkeep			
6400 · In house services			
6410 · Printing			
6416 · Special Copies			
6412 · Copier Lease			
6414 · Outside printing			
Total 6410 · Printing			
6420 · Communications, Data & Tech			
6422 · Internet service			
6424 · Data System Fees			
6426 · Website hosting			
6428 · Equipment			
6430 · Postage			
6432 · Telephone			
Total 6420 · Communications, Data & Tech			
Total 6400 · In house services			
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees			
6512 · Bank fees			
6514 · safe deposit box			
Total 6510 · Banking expenses			
6520 · Committees & Member Support			
6570 · Outside Services			
6580 · Professional Expenses			
6500 · Miscellaneous - Other			
Total 6500 · Miscellaneous			
6600 · Employee Expenses			
6670 · Other Employee Expenses			
6610 · Payroll			
6610 · Payroll - Other			
Total 6610 · Payroll			
6630 · Payroll Taxes			
6650 · Benefits			
6650 · Benefits - Other			
Total 6650 · Benefits			

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	Nominating (Committees)		
	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
6660 · Workers' Comp Insurance			
6600 · Employee Expenses - Other			
Total 6600 · Employee Expenses			
6700 · Charitable Contributions			
6710 · UUA			
6720 · SWUUC			
6730 · Other UUA			
6790 · Other contributions			
Total 6700 · Charitable Contributions			
Total Expense	<u>1,000.00</u>	<u>-675.96</u>	<u>32.4%</u>
Net Ordinary Income	<u>-1,000.00</u>	<u>675.96</u>	<u>32.4%</u>
Net Income	<u><u>-1,000.00</u></u>	<u><u>675.96</u></u>	<u><u>32.4%</u></u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Search Committee - Minister (Committees)		
	<u>Jan - Jul 10</u>	<u>Budget</u>	<u>\$ Over Budget</u>
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum	0.00		
4110 · Pledge	0.00		
4120 · Sunday Plate	0.00		
4130 · Sunday Coffee Service	0.00		
4190 · Other	0.00		
4100 · Contributions - Other	0.00		
Total 4100 · Contributions	<u>0.00</u>		
4200 · Rental	0.00		
4400 · Misc Income	0.00		
Total 4000 · Unrestricted Income	<u>0.00</u>		
4300 · Interest & Dividends	0.00		
Total Income	<u>0.00</u>		
Expense			
6000 · General Expenses	0.00	750.00	-750.00
6100 · Ministry Support			
6110 · Guest Speaker / Musician	0.00		
6130 · Publications	0.00		
Total 6100 · Ministry Support	<u>0.00</u>		
6200 · Supplies & Materials			
6210 · Office supplies	0.00		
6220 · Worship Supplies	0.00		
6230 · Kitchen Supplies	0.00		
6240 · Sunday Coffee Service	0.00		
6290 · Other supplies	0.00		
6200 · Supplies & Materials - Other	0.00		
Total 6200 · Supplies & Materials	<u>0.00</u>		
6300 · Repairs and Upkeep			
6310 · Custodial Services	0.00		
6320 · Grounds	0.00		
6330 · Building upkeep			
6336 · Repairs & Maintenance	0.00		
6332 · Security Alarm	0.00		
6334 · Pest Control	0.00		
6330 · Building upkeep - Other	0.00		
Total 6330 · Building upkeep	<u>0.00</u>		
6340 · Property & Liability Insurance	0.00		
6350 · Utilities			
6352 · Electric & Water	0.00		
6354 · Gas	0.00		

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Search Committee - Minister (Committees)		
	<u>Jan - Jul 10</u>	<u>Budget</u>	<u>\$ Over Budget</u>
6357 · Trash Removal	0.00		
6358 · Drainage	0.00		
6359 · Recycling	0.00		
Total 6350 · Utilities	<u>0.00</u>		
 Total 6300 · Repairs and Upkeep	 0.00		
 6400 · In house services			
6410 · Printing			
6416 · Special Copies	0.00		
6412 · Copier Lease	0.00		
6414 · Outside printing	0.00		
Total 6410 · Printing	<u>0.00</u>		
 6420 · Communications, Data & Tech			
6422 · Internet service	0.00		
6424 · Data System Fees	0.00		
6426 · Website hosting	0.00		
6428 · Equipment	0.00		
6430 · Postage	0.00		
6432 · Telephone	0.00		
Total 6420 · Communications, Data & Tech	<u>0.00</u>		
 Total 6400 · In house services	 0.00		
 6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees	0.00		
6512 · Bank fees	0.00		
6514 · safe deposit box	0.00		
Total 6510 · Banking expenses	<u>0.00</u>		
 6520 · Committees & Member Support	 0.00		
6570 · Outside Services	0.00		
6580 · Professional Expenses	0.00		
6500 · Miscellaneous - Other	0.00		
Total 6500 · Miscellaneous	<u>0.00</u>		
 6600 · Employee Expenses			
6670 · Other Employee Expenses	36.50		
6610 · Payroll			
6610 · Payroll - Other	0.00		
Total 6610 · Payroll	<u>0.00</u>		
 6630 · Payroll Taxes	 0.00		
6650 · Benefits			
6650 · Benefits - Other	0.00		
Total 6650 · Benefits	<u>0.00</u>		

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	Search Committee - Minister (Committees)		
	Jan - Jul 10	Budget	\$ Over Budget
6660 · Workers' Comp Insurance	0.00		
6600 · Employee Expenses - Other	0.00		
Total 6600 · Employee Expenses	36.50		
6700 · Charitable Contributions			
6710 · UUA	0.00		
6720 · SWUUC	0.00		
6730 · Other UUA	0.00		
6790 · Other contributions	0.00		
Total 6700 · Charitable Contributions	0.00		
Total Expense	36.50	750.00	-713.50
Net Ordinary Income	-36.50	-750.00	713.50
Net Income	-36.50	-750.00	713.50

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	Soci (Cor <u>Budget</u>
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum		0.00	
4110 · Pledge		0.00	
4120 · Sunday Plate		0.00	
4130 · Sunday Coffee Service		0.00	
4190 · Other		0.00	
4100 · Contributions - Other		0.00	
Total 4100 · Contributions		<u>0.00</u>	
4200 · Rental		0.00	
4400 · Misc Income		0.00	
Total 4000 · Unrestricted Income		<u>0.00</u>	
4300 · Interest & Dividends		0.00	
Total Income		<u>0.00</u>	
Expense			
6000 · General Expenses	0.0%	0.00	1,500.00
6100 · Ministry Support			
6110 · Guest Speaker / Musician		0.00	
6130 · Publications		0.00	
Total 6100 · Ministry Support		<u>0.00</u>	
6200 · Supplies & Materials			
6210 · Office supplies		0.00	
6220 · Worship Supplies		0.00	
6230 · Kitchen Supplies		0.00	
6240 · Sunday Coffee Service		0.00	
6290 · Other supplies		261.10	
6200 · Supplies & Materials - Other		0.00	
Total 6200 · Supplies & Materials		<u>261.10</u>	
6300 · Repairs and Upkeep			
6310 · Custodial Services		0.00	
6320 · Grounds		0.00	
6330 · Building upkeep			
6336 · Repairs & Maintenance		0.00	
6332 · Security Alarm		0.00	
6334 · Pest Control		0.00	
6330 · Building upkeep - Other		0.00	
Total 6330 · Building upkeep		<u>0.00</u>	
6340 · Property & Liability Insurance		0.00	
6350 · Utilities			
6352 · Electric & Water		0.00	
6354 · Gas		0.00	

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	% of Budget	Jan - Jul 10	Budget
			Soci
			(Cor
6357 · Trash Removal		0.00	
6358 · Drainage		0.00	
6359 · Recycling		0.00	
Total 6350 · Utilities		0.00	
Total 6300 · Repairs and Upkeep		0.00	
6400 · In house services			
6410 · Printing			
6416 · Special Copies		0.00	
6412 · Copier Lease		0.00	
6414 · Outside printing		0.00	
Total 6410 · Printing		0.00	
6420 · Communications, Data & Tech			
6422 · Internet service		0.00	
6424 · Data System Fees		0.00	
6426 · Website hosting		0.00	
6428 · Equipment		0.00	
6430 · Postage		0.00	
6432 · Telephone		0.00	
Total 6420 · Communications, Data & Tech		0.00	
Total 6400 · In house services		0.00	
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees		0.00	
6512 · Bank fees		0.00	
6514 · safe deposit box		0.00	
Total 6510 · Banking expenses		0.00	
6520 · Committees & Member Support		0.00	
6570 · Outside Services		0.00	
6580 · Professional Expenses		0.00	
6500 · Miscellaneous - Other		0.00	
Total 6500 · Miscellaneous		0.00	
6600 · Employee Expenses			
6670 · Other Employee Expenses		0.00	
6610 · Payroll			
6610 · Payroll - Other		25.00	
Total 6610 · Payroll		25.00	
6630 · Payroll Taxes		1.91	
6650 · Benefits			
6650 · Benefits - Other		0.00	
Total 6650 · Benefits		0.00	

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

Soci
 (Cor

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	<u>Budget</u>
6660 · Workers' Comp Insurance		0.00	
6600 · Employee Expenses - Other		0.00	
Total 6600 · Employee Expenses		26.91	
6700 · Charitable Contributions			
6710 · UUA		0.00	
6720 · SWUUC		0.00	
6730 · Other UUA		0.00	
6790 · Other contributions		0.00	
Total 6700 · Charitable Contributions		0.00	
Total Expense	4.87%	288.01	1,500.00
Net Ordinary Income	4.87%	-288.01	-1,500.00
Net Income	4.87%	-288.01	-1,500.00

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	ial Action nmittees)		
	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Jan - Jul 10</u>
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum			0.00
4110 · Pledge			0.00
4120 · Sunday Plate			0.00
4130 · Sunday Coffee Service			0.00
4190 · Other			0.00
4100 · Contributions - Other			0.00
Total 4100 · Contributions			<u>0.00</u>
4200 · Rental			0.00
4400 · Misc Income			0.00
Total 4000 · Unrestricted Income			<u>0.00</u>
4300 · Interest & Dividends			0.00
Total Income			<u>0.00</u>
Expense			
6000 · General Expenses	-1,500.00	0.0%	0.00
6100 · Ministry Support			
6110 · Guest Speaker / Musician			0.00
6130 · Publications			0.00
Total 6100 · Ministry Support			<u>0.00</u>
6200 · Supplies & Materials			
6210 · Office supplies			0.00
6220 · Worship Supplies			0.00
6230 · Kitchen Supplies			0.00
6240 · Sunday Coffee Service			0.00
6290 · Other supplies			368.23
6200 · Supplies & Materials - Other			0.00
Total 6200 · Supplies & Materials			<u>368.23</u>
6300 · Repairs and Upkeep			
6310 · Custodial Services			0.00
6320 · Grounds			0.00
6330 · Building upkeep			
6336 · Repairs & Maintenance			0.00
6332 · Security Alarm			0.00
6334 · Pest Control			0.00
6330 · Building upkeep - Other			0.00
Total 6330 · Building upkeep			<u>0.00</u>
6340 · Property & Liability Insurance			0.00
6350 · Utilities			
6352 · Electric & Water			0.00
6354 · Gas			0.00

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	ial Action nmittees)		
	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Jan - Jul 10</u>
6357 · Trash Removal			0.00
6358 · Drainage			0.00
6359 · Recycling			0.00
Total 6350 · Utilities			<u>0.00</u>
Total 6300 · Repairs and Upkeep			0.00
6400 · In house services			
6410 · Printing			
6416 · Special Copies			0.00
6412 · Copier Lease			0.00
6414 · Outside printing			0.00
Total 6410 · Printing			<u>0.00</u>
6420 · Communications, Data & Tech			
6422 · Internet service			0.00
6424 · Data System Fees			0.00
6426 · Website hosting			0.00
6428 · Equipment			0.00
6430 · Postage			35.20
6432 · Telephone			0.00
Total 6420 · Communications, Data & Tech			<u>35.20</u>
Total 6400 · In house services			35.20
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees			0.00
6512 · Bank fees			0.00
6514 · safe deposit box			0.00
Total 6510 · Banking expenses			<u>0.00</u>
6520 · Committees & Member Support			0.00
6570 · Outside Services			0.00
6580 · Professional Expenses			55.02
6500 · Miscellaneous - Other			0.00
Total 6500 · Miscellaneous			<u>55.02</u>
6600 · Employee Expenses			
6670 · Other Employee Expenses			0.00
6610 · Payroll			
6610 · Payroll - Other			188.75
Total 6610 · Payroll			<u>188.75</u>
6630 · Payroll Taxes			14.44
6650 · Benefits			
6650 · Benefits - Other			0.00
Total 6650 · Benefits			<u>0.00</u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	ial Action nmittees)		
	\$ Over Budget	% of Budget	Jan - Jul 10
6660 · Workers' Comp Insurance			0.00
6600 · Employee Expenses - Other			0.00
Total 6600 · Employee Expenses			203.19
6700 · Charitable Contributions			
6710 · UUA			0.00
6720 · SWUUC			0.00
6730 · Other UUA			0.00
6790 · Other contributions			0.00
Total 6700 · Charitable Contributions			0.00
Total Expense	-1,211.99	19.2%	661.64
Net Ordinary Income	1,211.99	19.2%	-661.64
Net Income	1,211.99	19.2%	-661.64

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Stewardship (Committees)		
	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum			
4110 · Pledge			
4120 · Sunday Plate			
4130 · Sunday Coffee Service			
4190 · Other			
4100 · Contributions - Other			
Total 4100 · Contributions			
4200 · Rental			
4400 · Misc Income			
Total 4000 · Unrestricted Income			
4300 · Interest & Dividends			
Total Income			
Expense			
6000 · General Expenses	2,250.00	-2,250.00	0.0%
6100 · Ministry Support			
6110 · Guest Speaker / Musician			
6130 · Publications			
Total 6100 · Ministry Support			
6200 · Supplies & Materials			
6210 · Office supplies			
6220 · Worship Supplies			
6230 · Kitchen Supplies			
6240 · Sunday Coffee Service			
6290 · Other supplies			
6200 · Supplies & Materials - Other			
Total 6200 · Supplies & Materials			
6300 · Repairs and Upkeep			
6310 · Custodial Services			
6320 · Grounds			
6330 · Building upkeep			
6336 · Repairs & Maintenance			
6332 · Security Alarm			
6334 · Pest Control			
6330 · Building upkeep - Other			
Total 6330 · Building upkeep			
6340 · Property & Liability Insurance			
6350 · Utilities			
6352 · Electric & Water			
6354 · Gas			

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Stewardship (Committees)		
	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
6357 · Trash Removal			
6358 · Drainage			
6359 · Recycling			
Total 6350 · Utilities			
Total 6300 · Repairs and Upkeep			
6400 · In house services			
6410 · Printing			
6416 · Special Copies			
6412 · Copier Lease			
6414 · Outside printing			
Total 6410 · Printing			
6420 · Communications, Data & Tech			
6422 · Internet service			
6424 · Data System Fees			
6426 · Website hosting			
6428 · Equipment			
6430 · Postage			
6432 · Telephone			
Total 6420 · Communications, Data & Tech			
Total 6400 · In house services			
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees			
6512 · Bank fees			
6514 · safe deposit box			
Total 6510 · Banking expenses			
6520 · Committees & Member Support			
6570 · Outside Services			
6580 · Professional Expenses			
6500 · Miscellaneous - Other			
Total 6500 · Miscellaneous			
6600 · Employee Expenses			
6670 · Other Employee Expenses			
6610 · Payroll			
6610 · Payroll - Other			
Total 6610 · Payroll			
6630 · Payroll Taxes			
6650 · Benefits			
6650 · Benefits - Other			
Total 6650 · Benefits			

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	Stewardship (Committees)		
	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
6660 · Workers' Comp Insurance			
6600 · Employee Expenses - Other			
Total 6600 · Employee Expenses			
6700 · Charitable Contributions			
6710 · UUA			
6720 · SWUUC			
6730 · Other UUA			
6790 · Other contributions			
Total 6700 · Charitable Contributions			
Total Expense	<u>2,250.00</u>	<u>-1,588.36</u>	<u>29.41%</u>
Net Ordinary Income	<u>-2,250.00</u>	<u>1,588.36</u>	<u>29.41%</u>
Net Income	<u><u>-2,250.00</u></u>	<u><u>1,588.36</u></u>	<u><u>29.41%</u></u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>Total Committees</u>		
	<u>Jan - Jul 10</u>	<u>Budget</u>	<u>\$ Over Budget</u>
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum	0.00		
4110 · Pledge	0.00		
4120 · Sunday Plate	0.00		
4130 · Sunday Coffee Service	0.00		
4190 · Other	0.00		
4100 · Contributions - Other	0.00		
Total 4100 · Contributions	<u>0.00</u>		
4200 · Rental	0.00		
4400 · Misc Income	0.00		
Total 4000 · Unrestricted Income	<u>0.00</u>		
4300 · Interest & Dividends	0.00		
Total Income	<u>0.00</u>		
Expense			
6000 · General Expenses	0.00	7,925.00	-7,925.00
6100 · Ministry Support			
6110 · Guest Speaker / Musician	0.00		
6130 · Publications	0.00		
Total 6100 · Ministry Support	<u>0.00</u>		
6200 · Supplies & Materials			
6210 · Office supplies	14.70		
6220 · Worship Supplies	0.00		
6230 · Kitchen Supplies	0.00		
6240 · Sunday Coffee Service	0.00		
6290 · Other supplies	772.33		
6200 · Supplies & Materials - Other	0.00		
Total 6200 · Supplies & Materials	<u>787.03</u>		
6300 · Repairs and Upkeep			
6310 · Custodial Services	0.00		
6320 · Grounds	0.00		
6330 · Building upkeep			
6336 · Repairs & Maintenance	0.00		
6332 · Security Alarm	0.00		
6334 · Pest Control	0.00		
6330 · Building upkeep - Other	0.00		
Total 6330 · Building upkeep	<u>0.00</u>		
6340 · Property & Liability Insurance	0.00		
6350 · Utilities			
6352 · Electric & Water	0.00		
6354 · Gas	0.00		

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Total Committees		
	Jan - Jul 10	Budget	\$ Over Budget
6357 · Trash Removal	0.00		
6358 · Drainage	0.00		
6359 · Recycling	0.00		
Total 6350 · Utilities	0.00		
Total 6300 · Repairs and Upkeep	0.00		
6400 · In house services			
6410 · Printing			
6416 · Special Copies	0.00		
6412 · Copier Lease	0.00		
6414 · Outside printing	0.00		
Total 6410 · Printing	0.00		
6420 · Communications, Data & Tech			
6422 · Internet service	0.00		
6424 · Data System Fees	0.00		
6426 · Website hosting	0.00		
6428 · Equipment	600.00		
6430 · Postage	35.20		
6432 · Telephone	0.00		
Total 6420 · Communications, Data & Tech	635.20		
Total 6400 · In house services	635.20		
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees	0.00		
6512 · Bank fees	0.00		
6514 · safe deposit box	0.00		
Total 6510 · Banking expenses	0.00		
6520 · Committees & Member Support	454.04		
6570 · Outside Services	0.00		
6580 · Professional Expenses	55.02		
6500 · Miscellaneous - Other	0.00		
Total 6500 · Miscellaneous	509.06		
6600 · Employee Expenses			
6670 · Other Employee Expenses	36.50		
6610 · Payroll			
6610 · Payroll - Other	263.64		
Total 6610 · Payroll	263.64		
6630 · Payroll Taxes	16.35		
6650 · Benefits			
6650 · Benefits - Other	0.00		
Total 6650 · Benefits	0.00		

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	<u>Total Committees</u>		
	<u>Jan - Jul 10</u>	<u>Budget</u>	<u>\$ Over Budget</u>
6660 · Workers' Comp Insurance	0.00		
6600 · Employee Expenses - Other	0.00		
Total 6600 · Employee Expenses	<u>316.49</u>		
6700 · Charitable Contributions			
6710 · UUA	0.00		
6720 · SWUUC	0.00		
6730 · Other UUA	0.00		
6790 · Other contributions	0.00		
Total 6700 · Charitable Contributions	<u>0.00</u>		
Total Expense	<u>2,247.78</u>	<u>7,925.00</u>	<u>-5,677.22</u>
Net Ordinary Income	<u>-2,247.78</u>	<u>-7,925.00</u>	<u>5,677.22</u>
Net Income	<u><u>-2,247.78</u></u>	<u><u>-7,925.00</u></u>	<u><u>5,677.22</u></u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	Faci <u>(D)</u> <u>Budget</u>
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum		0.00	
4110 · Pledge		0.00	
4120 · Sunday Plate		0.00	
4130 · Sunday Coffee Service		0.00	
4190 · Other		0.00	
4100 · Contributions - Other		0.00	
Total 4100 · Contributions		<u>0.00</u>	
4200 · Rental		0.00	
4400 · Misc Income		0.00	
Total 4000 · Unrestricted Income		<u>0.00</u>	
4300 · Interest & Dividends		0.00	
Total Income		<u>0.00</u>	
Expense			
6000 · General Expenses	0.0%	0.00	
6100 · Ministry Support			
6110 · Guest Speaker / Musician		0.00	
6130 · Publications		0.00	
Total 6100 · Ministry Support		<u>0.00</u>	
6200 · Supplies & Materials			
6210 · Office supplies		0.00	
6220 · Worship Supplies		0.00	
6230 · Kitchen Supplies		0.00	
6240 · Sunday Coffee Service		0.00	
6290 · Other supplies		33.36	
6200 · Supplies & Materials - Other		0.00	
Total 6200 · Supplies & Materials		<u>33.36</u>	
6300 · Repairs and Upkeep			
6310 · Custodial Services		7,225.94	15,550.00
6320 · Grounds		3,375.00	6,000.00
6330 · Building upkeep			
6336 · Repairs & Maintenance		5,620.87	
6332 · Security Alarm		209.94	
6334 · Pest Control		1,508.74	
6330 · Building upkeep - Other		0.00	20,000.00
Total 6330 · Building upkeep		<u>7,339.55</u>	<u>20,000.00</u>
6340 · Property & Liability Insurance		9,268.75	8,850.00
6350 · Utilities			
6352 · Electric & Water		6,699.51	17,661.00
6354 · Gas		1,466.77	1,862.00

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	Faci <u>(D)</u> <u>Budget</u>
6357 · Trash Removal		696.03	710.00
6358 · Drainage		1,810.06	3,767.00
6359 · Recycling		0.00	360.00
Total 6350 · Utilities		<u>10,672.37</u>	<u>24,360.00</u>
Total 6300 · Repairs and Upkeep		37,881.61	74,760.00
6400 · In house services			
6410 · Printing			
6416 · Special Copies		0.00	
6412 · Copier Lease		0.00	
6414 · Outside printing		0.00	
Total 6410 · Printing		<u>0.00</u>	
6420 · Communications, Data & Tech			
6422 · Internet service		0.00	
6424 · Data System Fees		0.00	
6426 · Website hosting		0.00	
6428 · Equipment		0.00	
6430 · Postage		0.00	
6432 · Telephone		0.00	
Total 6420 · Communications, Data & Tech		<u>0.00</u>	
Total 6400 · In house services		0.00	
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees		0.00	
6512 · Bank fees		0.00	
6514 · safe deposit box		0.00	
Total 6510 · Banking expenses		<u>0.00</u>	
6520 · Committees & Member Support		0.00	
6570 · Outside Services		0.00	
6580 · Professional Expenses		0.00	
6500 · Miscellaneous - Other		0.00	
Total 6500 · Miscellaneous		<u>0.00</u>	
6600 · Employee Expenses			
6670 · Other Employee Expenses		0.00	
6610 · Payroll			
6610 · Payroll - Other		10,525.40	18,360.00
Total 6610 · Payroll		<u>10,525.40</u>	<u>18,360.00</u>
6630 · Payroll Taxes		779.91	1,405.00
6650 · Benefits			
6650 · Benefits - Other		0.00	
Total 6650 · Benefits		<u>0.00</u>	

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	Faci <u>(D)</u> <u>Budget</u>
6660 · Workers' Comp Insurance		0.00	
6600 · Employee Expenses - Other		1,552.32	
Total 6600 · Employee Expenses		<u>12,857.63</u>	<u>19,765.00</u>
6700 · Charitable Contributions			
6710 · UUA		0.00	
6720 · SWUUC		0.00	
6730 · Other UUA		0.00	
6790 · Other contributions		0.00	
Total 6700 · Charitable Contributions		<u>0.00</u>	
Total Expense	<u>28.36%</u>	<u>50,772.60</u>	<u>94,525.00</u>
Net Ordinary Income	<u>28.36%</u>	<u>-50,772.60</u>	<u>-94,525.00</u>
Net Income	<u><u>28.36%</u></u>	<u><u>-50,772.60</u></u>	<u><u>-94,525.00</u></u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	(Departments)	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense		
Income		
4000 · Unrestricted Income		
4100 · Contributions		
4140 · Forum		
4110 · Pledge		
4120 · Sunday Plate		
4130 · Sunday Coffee Service		
4190 · Other		
4100 · Contributions - Other		
Total 4100 · Contributions		
4200 · Rental		
4400 · Misc Income		
Total 4000 · Unrestricted Income		
4300 · Interest & Dividends		
Total Income		
Expense		
6000 · General Expenses		
6100 · Ministry Support		
6110 · Guest Speaker / Musician		
6130 · Publications		
Total 6100 · Ministry Support		
6200 · Supplies & Materials		
6210 · Office supplies		
6220 · Worship Supplies		
6230 · Kitchen Supplies		
6240 · Sunday Coffee Service		
6290 · Other supplies		
6200 · Supplies & Materials - Other		
Total 6200 · Supplies & Materials		
6300 · Repairs and Upkeep		
6310 · Custodial Services	-8,324.06	46.47%
6320 · Grounds	-2,625.00	56.25%
6330 · Building upkeep		
6336 · Repairs & Maintenance		
6332 · Security Alarm		
6334 · Pest Control		
6330 · Building upkeep - Other	-20,000.00	0.0%
Total 6330 · Building upkeep	<u>-12,660.45</u>	<u>36.7%</u>
6340 · Property & Liability Insurance	418.75	104.73%
6350 · Utilities		
6352 · Electric & Water	-10,961.49	37.93%
6354 · Gas	-395.23	78.77%

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	(Utilities & Grounds Departments)	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
6357 · Trash Removal	-13.97	98.03%
6358 · Drainage	-1,956.94	48.05%
6359 · Recycling	-360.00	0.0%
Total 6350 · Utilities	<u>-13,687.63</u>	<u>43.81%</u>
Total 6300 · Repairs and Upkeep	-36,878.39	50.67%
6400 · In house services		
6410 · Printing		
6416 · Special Copies		
6412 · Copier Lease		
6414 · Outside printing		
Total 6410 · Printing		
6420 · Communications, Data & Tech		
6422 · Internet service		
6424 · Data System Fees		
6426 · Website hosting		
6428 · Equipment		
6430 · Postage		
6432 · Telephone		
Total 6420 · Communications, Data & Tech		
Total 6400 · In house services		
6500 · Miscellaneous		
6510 · Banking expenses		
6516 · Credit Card Fees		
6512 · Bank fees		
6514 · safe deposit box		
Total 6510 · Banking expenses		
6520 · Committees & Member Support		
6570 · Outside Services		
6580 · Professional Expenses		
6500 · Miscellaneous - Other		
Total 6500 · Miscellaneous		
6600 · Employee Expenses		
6670 · Other Employee Expenses		
6610 · Payroll		
6610 · Payroll - Other	-7,834.60	57.33%
Total 6610 · Payroll	<u>-7,834.60</u>	<u>57.33%</u>
6630 · Payroll Taxes	-625.09	55.51%
6650 · Benefits		
6650 · Benefits - Other		
Total 6650 · Benefits		

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	<u>ility & Grounds</u>	
	<u>Departments)</u>	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
6660 · Workers' Comp Insurance		
6600 · Employee Expenses - Other		
Total 6600 · Employee Expenses	<u>-6,907.37</u>	<u>65.05%</u>
6700 · Charitable Contributions		
6710 · UUA		
6720 · SWUUC		
6730 · Other UUA		
6790 · Other contributions		
Total 6700 · Charitable Contributions		
Total Expense	<u>-43,752.40</u>	<u>53.71%</u>
Net Ordinary Income	<u>43,752.40</u>	<u>53.71%</u>
Net Income	<u><u>43,752.40</u></u>	<u><u>53.71%</u></u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Ministry (Departments)		
	<u>Jan - Jul 10</u>	<u>Budget</u>	<u>\$ Over Budget</u>
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum	0.00		
4110 · Pledge	0.00		
4120 · Sunday Plate	0.00		
4130 · Sunday Coffee Service	0.00		
4190 · Other	0.00		
4100 · Contributions - Other	0.00		
Total 4100 · Contributions	<u>0.00</u>		
4200 · Rental	0.00		
4400 · Misc Income	0.00		
Total 4000 · Unrestricted Income	<u>0.00</u>		
4300 · Interest & Dividends	0.00		
Total Income	<u>0.00</u>		
Expense			
6000 · General Expenses	0.00		
6100 · Ministry Support			
6110 · Guest Speaker / Musician	1,200.00	1,000.00	200.00
6130 · Publications	3,500.00	6,200.00	-2,700.00
Total 6100 · Ministry Support	<u>4,700.00</u>	<u>7,200.00</u>	<u>-2,500.00</u>
6200 · Supplies & Materials			
6210 · Office supplies	0.00		
6220 · Worship Supplies	43.19		
6230 · Kitchen Supplies	0.00		
6240 · Sunday Coffee Service	0.00		
6290 · Other supplies	0.00		
6200 · Supplies & Materials - Other	0.00		
Total 6200 · Supplies & Materials	<u>43.19</u>		
6300 · Repairs and Upkeep			
6310 · Custodial Services	0.00		
6320 · Grounds	0.00		
6330 · Building upkeep			
6336 · Repairs & Maintenance	0.00		
6332 · Security Alarm	0.00		
6334 · Pest Control	0.00		
6330 · Building upkeep - Other	0.00		
Total 6330 · Building upkeep	<u>0.00</u>		
6340 · Property & Liability Insurance	0.00		
6350 · Utilities			
6352 · Electric & Water	0.00		
6354 · Gas	0.00		

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Ministry (Departments)		
	<u>Jan - Jul 10</u>	<u>Budget</u>	<u>\$ Over Budget</u>
6357 · Trash Removal	0.00		
6358 · Drainage	0.00		
6359 · Recycling	0.00		
Total 6350 · Utilities	<u>0.00</u>		
Total 6300 · Repairs and Upkeep	0.00		
6400 · In house services			
6410 · Printing			
6416 · Special Copies	52.48		
6412 · Copier Lease	0.00		
6414 · Outside printing	0.00		
Total 6410 · Printing	<u>52.48</u>		
6420 · Communications, Data & Tech			
6422 · Internet service	0.00		
6424 · Data System Fees	0.00		
6426 · Website hosting	0.00		
6428 · Equipment	0.00		
6430 · Postage	0.00		
6432 · Telephone	0.00		
Total 6420 · Communications, Data & Tech	<u>0.00</u>		
Total 6400 · In house services	52.48		
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees	0.00		
6512 · Bank fees	0.00		
6514 · safe deposit box	0.00		
Total 6510 · Banking expenses	<u>0.00</u>		
6520 · Committees & Member Support	0.00		
6570 · Outside Services	0.00		
6580 · Professional Expenses	2,148.49	7,500.00	-5,351.51
6500 · Miscellaneous - Other	0.00		
Total 6500 · Miscellaneous	<u>2,148.49</u>	<u>7,500.00</u>	<u>-5,351.51</u>
6600 · Employee Expenses			
6670 · Other Employee Expenses	0.00		
6610 · Payroll			
6610 · Payroll - Other	46,801.69	81,150.00	-34,348.31
Total 6610 · Payroll	<u>46,801.69</u>	<u>81,150.00</u>	<u>-34,348.31</u>
6630 · Payroll Taxes	275.07	470.00	-194.93
6650 · Benefits			
6650 · Benefits - Other	5,067.52	7,972.00	-2,904.48
Total 6650 · Benefits	<u>5,067.52</u>	<u>7,972.00</u>	<u>-2,904.48</u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	Ministry (Departments)		
	Jan - Jul 10	Budget	\$ Over Budget
6660 · Workers' Comp Insurance	0.00		
6600 · Employee Expenses - Other	0.00		
Total 6600 · Employee Expenses	52,144.28	89,592.00	-37,447.72
6700 · Charitable Contributions			
6710 · UUA	0.00		
6720 · SWUUC	0.00		
6730 · Other UUA	0.00		
6790 · Other contributions	0.00		
Total 6700 · Charitable Contributions	0.00		
Total Expense	59,088.44	104,292.00	-45,203.56
Net Ordinary Income	-59,088.44	-104,292.00	45,203.56
Net Income	-59,088.44	-104,292.00	45,203.56

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	<u>Budget</u>
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum		0.00	
4110 · Pledge		0.00	
4120 · Sunday Plate		0.00	
4130 · Sunday Coffee Service		0.00	
4190 · Other		0.00	
4100 · Contributions - Other		0.00	
Total 4100 · Contributions		<u>0.00</u>	
4200 · Rental		0.00	
4400 · Misc Income		0.00	
Total 4000 · Unrestricted Income		<u>0.00</u>	
4300 · Interest & Dividends		0.00	
Total Income		<u>0.00</u>	
Expense			
6000 · General Expenses		0.00	6,500.00
6100 · Ministry Support			
6110 · Guest Speaker / Musician	120.0%	1,375.00	
6130 · Publications	56.45%	0.00	
Total 6100 · Ministry Support	<u>65.28%</u>	<u>1,375.00</u>	
6200 · Supplies & Materials			
6210 · Office supplies		0.00	
6220 · Worship Supplies		1,126.91	
6230 · Kitchen Supplies		0.00	
6240 · Sunday Coffee Service		0.00	
6290 · Other supplies		0.00	
6200 · Supplies & Materials - Other		0.00	0.00
Total 6200 · Supplies & Materials		<u>1,126.91</u>	<u>0.00</u>
6300 · Repairs and Upkeep			
6310 · Custodial Services		0.00	
6320 · Grounds		0.00	
6330 · Building upkeep			
6336 · Repairs & Maintenance		0.00	
6332 · Security Alarm		0.00	
6334 · Pest Control		0.00	
6330 · Building upkeep - Other		0.00	
Total 6330 · Building upkeep		<u>0.00</u>	
6340 · Property & Liability Insurance		0.00	
6350 · Utilities			
6352 · Electric & Water		0.00	
6354 · Gas		0.00	

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	<u>Budget</u>
6357 · Trash Removal		0.00	
6358 · Drainage		0.00	
6359 · Recycling		0.00	
Total 6350 · Utilities		<u>0.00</u>	
Total 6300 · Repairs and Upkeep		0.00	
6400 · In house services			
6410 · Printing			
6416 · Special Copies		0.00	
6412 · Copier Lease		0.00	
6414 · Outside printing		19.27	
Total 6410 · Printing		<u>19.27</u>	
6420 · Communications, Data & Tech			
6422 · Internet service		0.00	
6424 · Data System Fees		0.00	
6426 · Website hosting		0.00	
6428 · Equipment		0.00	
6430 · Postage		0.00	
6432 · Telephone		0.00	
Total 6420 · Communications, Data & Tech		<u>0.00</u>	
Total 6400 · In house services		19.27	
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees		0.00	
6512 · Bank fees		0.00	
6514 · safe deposit box		0.00	
Total 6510 · Banking expenses		<u>0.00</u>	
6520 · Committees & Member Support		0.00	
6570 · Outside Services		0.00	
6580 · Professional Expenses	28.65%	20.62	1,000.00
6500 · Miscellaneous - Other		0.00	
Total 6500 · Miscellaneous	<u>28.65%</u>	<u>20.62</u>	<u>1,000.00</u>
6600 · Employee Expenses			
6670 · Other Employee Expenses		0.00	
6610 · Payroll			
6610 · Payroll - Other	57.67%	36,113.09	63,000.00
Total 6610 · Payroll	<u>57.67%</u>	<u>36,113.09</u>	<u>63,000.00</u>
6630 · Payroll Taxes	58.53%	2,843.03	4,820.00
6650 · Benefits			
6650 · Benefits - Other	63.57%	3,107.51	5,111.00
Total 6650 · Benefits	<u>63.57%</u>	<u>3,107.51</u>	<u>5,111.00</u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	<u>Budget</u>
6660 · Workers' Comp Insurance		0.00	
6600 · Employee Expenses - Other		163.46	
Total 6600 · Employee Expenses	58.2%	42,227.09	72,931.00
6700 · Charitable Contributions			
6710 · UUA		0.00	
6720 · SWUUC		0.00	
6730 · Other UUA		0.00	
6790 · Other contributions		0.00	
Total 6700 · Charitable Contributions		0.00	
Total Expense	56.66%	44,768.89	80,431.00
Net Ordinary Income	56.66%	-44,768.89	-80,431.00
Net Income	56.66%	-44,768.89	-80,431.00

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>Music Dept</u>	
	<u>(departments)</u>	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense		
Income		
4000 · Unrestricted Income		
4100 · Contributions		
4140 · Forum		
4110 · Pledge		
4120 · Sunday Plate		
4130 · Sunday Coffee Service		
4190 · Other		
4100 · Contributions - Other		
Total 4100 · Contributions		
4200 · Rental		
4400 · Misc Income		
Total 4000 · Unrestricted Income		
4300 · Interest & Dividends		
Total Income		
Expense		
6000 · General Expenses	-6,500.00	0.0%
6100 · Ministry Support		
6110 · Guest Speaker / Musician		
6130 · Publications		
Total 6100 · Ministry Support		
6200 · Supplies & Materials		
6210 · Office supplies		
6220 · Worship Supplies		
6230 · Kitchen Supplies		
6240 · Sunday Coffee Service		
6290 · Other supplies		
6200 · Supplies & Materials - Other	0.00	0.0%
Total 6200 · Supplies & Materials	<u>1,126.91</u>	<u>100.0%</u>
6300 · Repairs and Upkeep		
6310 · Custodial Services		
6320 · Grounds		
6330 · Building upkeep		
6336 · Repairs & Maintenance		
6332 · Security Alarm		
6334 · Pest Control		
6330 · Building upkeep - Other		
Total 6330 · Building upkeep		
6340 · Property & Liability Insurance		
6350 · Utilities		
6352 · Electric & Water		
6354 · Gas		

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Music Dept	
	(departments)	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
6357 · Trash Removal		
6358 · Drainage		
6359 · Recycling		
Total 6350 · Utilities		
Total 6300 · Repairs and Upkeep		
6400 · In house services		
6410 · Printing		
6416 · Special Copies		
6412 · Copier Lease		
6414 · Outside printing		
Total 6410 · Printing		
6420 · Communications, Data & Tech		
6422 · Internet service		
6424 · Data System Fees		
6426 · Website hosting		
6428 · Equipment		
6430 · Postage		
6432 · Telephone		
Total 6420 · Communications, Data & Tech		
Total 6400 · In house services		
6500 · Miscellaneous		
6510 · Banking expenses		
6516 · Credit Card Fees		
6512 · Bank fees		
6514 · safe deposit box		
Total 6510 · Banking expenses		
6520 · Committees & Member Support		
6570 · Outside Services		
6580 · Professional Expenses	-979.38	2.06%
6500 · Miscellaneous - Other		
Total 6500 · Miscellaneous	<u>-979.38</u>	<u>2.06%</u>
6600 · Employee Expenses		
6670 · Other Employee Expenses		
6610 · Payroll		
6610 · Payroll - Other	-26,886.91	57.32%
Total 6610 · Payroll	<u>-26,886.91</u>	<u>57.32%</u>
6630 · Payroll Taxes	-1,976.97	58.98%
6650 · Benefits		
6650 · Benefits - Other	-2,003.49	60.8%
Total 6650 · Benefits	<u>-2,003.49</u>	<u>60.8%</u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	Music Dept (departments)	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
6660 · Workers' Comp Insurance		
6600 · Employee Expenses - Other		
Total 6600 · Employee Expenses	<u>-30,703.91</u>	<u>57.9%</u>
6700 · Charitable Contributions		
6710 · UUA		
6720 · SWUUC		
6730 · Other UUA		
6790 · Other contributions		
Total 6700 · Charitable Contributions		
Total Expense	<u>-35,662.11</u>	<u>55.66%</u>
Net Ordinary Income	<u>35,662.11</u>	<u>55.66%</u>
Net Income	<u><u>35,662.11</u></u>	<u><u>55.66%</u></u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Program Support (Departments)		
	<u>Jan - Jul 10</u>	<u>Budget</u>	<u>\$ Over Budget</u>
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum	0.00		
4110 · Pledge	0.00		
4120 · Sunday Plate	0.00		
4130 · Sunday Coffee Service	0.00		
4190 · Other	0.00		
4100 · Contributions - Other	0.00		
Total 4100 · Contributions	<u>0.00</u>		
4200 · Rental	0.00		
4400 · Misc Income	0.00		
Total 4000 · Unrestricted Income	<u>0.00</u>		
4300 · Interest & Dividends	0.00		
Total Income	<u>0.00</u>		
Expense			
6000 · General Expenses	0.00		
6100 · Ministry Support			
6110 · Guest Speaker / Musician	0.00		
6130 · Publications	0.00		
Total 6100 · Ministry Support	<u>0.00</u>		
6200 · Supplies & Materials			
6210 · Office supplies	744.03	4,500.00	-3,755.97
6220 · Worship Supplies	0.00		
6230 · Kitchen Supplies	292.50		
6240 · Sunday Coffee Service	0.00	0.00	0.00
6290 · Other supplies	80.96		
6200 · Supplies & Materials - Other	0.00		
Total 6200 · Supplies & Materials	<u>1,117.49</u>	<u>4,500.00</u>	<u>-3,382.51</u>
6300 · Repairs and Upkeep			
6310 · Custodial Services	0.00		
6320 · Grounds	0.00		
6330 · Building upkeep			
6336 · Repairs & Maintenance	0.00		
6332 · Security Alarm	0.00		
6334 · Pest Control	0.00		
6330 · Building upkeep - Other	0.00		
Total 6330 · Building upkeep	<u>0.00</u>		
6340 · Property & Liability Insurance	0.00		
6350 · Utilities			
6352 · Electric & Water	0.00		
6354 · Gas	0.00		

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Program Support (Departments)		
	<u>Jan - Jul 10</u>	<u>Budget</u>	<u>\$ Over Budget</u>
6357 · Trash Removal	0.00		
6358 · Drainage	0.00		
6359 · Recycling	0.00		
Total 6350 · Utilities	<u>0.00</u>		
Total 6300 · Repairs and Upkeep	0.00		
6400 · In house services			
6410 · Printing			
6416 · Special Copies	23.21		
6412 · Copier Lease	6,600.00	15,000.00	-8,400.00
6414 · Outside printing	0.00		
Total 6410 · Printing	<u>6,623.21</u>	<u>15,000.00</u>	<u>-8,376.79</u>
6420 · Communications, Data & Tech			
6422 · Internet service	733.10	1,400.00	-666.90
6424 · Data System Fees	733.47	2,000.00	-1,266.53
6426 · Website hosting	71.70	400.00	-328.30
6428 · Equipment	0.00	3,000.00	-3,000.00
6430 · Postage	835.06	4,500.00	-3,664.94
6432 · Telephone	1,939.10	4,000.00	-2,060.90
Total 6420 · Communications, Data & Tech	<u>4,312.43</u>	<u>15,300.00</u>	<u>-10,987.57</u>
Total 6400 · In house services	10,935.64	30,300.00	-19,364.36
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees	0.00		
6512 · Bank fees	0.00	250.00	-250.00
6514 · safe deposit box	50.00	50.00	0.00
Total 6510 · Banking expenses	<u>50.00</u>	<u>300.00</u>	<u>-250.00</u>
6520 · Committees & Member Support	0.00		
6570 · Outside Services	52.50		
6580 · Professional Expenses	191.05	500.00	-308.95
6500 · Miscellaneous - Other	0.00	3,500.00	-3,500.00
Total 6500 · Miscellaneous	<u>293.55</u>	<u>4,300.00</u>	<u>-4,006.45</u>
6600 · Employee Expenses			
6670 · Other Employee Expenses	94.50		
6610 · Payroll			
6610 · Payroll - Other	65,908.05	118,300.00	-52,391.95
Total 6610 · Payroll	<u>65,908.05</u>	<u>118,300.00</u>	<u>-52,391.95</u>
6630 · Payroll Taxes	5,190.21	9,050.00	-3,859.79
6650 · Benefits			
6650 · Benefits - Other	9,935.76	23,754.00	-13,818.24
Total 6650 · Benefits	<u>9,935.76</u>	<u>23,754.00</u>	<u>-13,818.24</u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	Program Support (Departments)		
	<u>Jan - Jul 10</u>	<u>Budget</u>	<u>\$ Over Budget</u>
6660 · Workers' Comp Insurance	0.00		
6600 · Employee Expenses - Other	0.00		
Total 6600 · Employee Expenses	<u>81,128.52</u>	<u>151,104.00</u>	<u>-69,975.48</u>
6700 · Charitable Contributions			
6710 · UUA	0.00		
6720 · SWUUC	0.00		
6730 · Other UUA	0.00		
6790 · Other contributions	0.00		
Total 6700 · Charitable Contributions	<u>0.00</u>		
Total Expense	<u>93,475.20</u>	<u>190,204.00</u>	<u>-96,728.80</u>
Net Ordinary Income	<u>-93,475.20</u>	<u>-190,204.00</u>	<u>96,728.80</u>
Net Income	<u><u>-93,475.20</u></u>	<u><u>-190,204.00</u></u>	<u><u>96,728.80</u></u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	<u>Relig (D) Budget</u>
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum		0.00	
4110 · Pledge		0.00	
4120 · Sunday Plate		0.00	
4130 · Sunday Coffee Service		0.00	
4190 · Other		0.00	
4100 · Contributions - Other		0.00	
Total 4100 · Contributions		<u>0.00</u>	
4200 · Rental		0.00	
4400 · Misc Income		0.00	
Total 4000 · Unrestricted Income		<u>0.00</u>	
4300 · Interest & Dividends		0.00	
Total Income		<u>0.00</u>	
Expense			
6000 · General Expenses		0.00	1,150.00
6100 · Ministry Support			
6110 · Guest Speaker / Musician		0.00	
6130 · Publications		0.00	
Total 6100 · Ministry Support		<u>0.00</u>	
6200 · Supplies & Materials			
6210 · Office supplies	16.53%	0.00	
6220 · Worship Supplies		0.00	
6230 · Kitchen Supplies		0.00	
6240 · Sunday Coffee Service	0.0%	0.00	
6290 · Other supplies		243.98	
6200 · Supplies & Materials - Other		0.00	
Total 6200 · Supplies & Materials	<u>24.83%</u>	<u>243.98</u>	
6300 · Repairs and Upkeep			
6310 · Custodial Services		0.00	
6320 · Grounds		0.00	
6330 · Building upkeep			
6336 · Repairs & Maintenance		0.00	
6332 · Security Alarm		0.00	
6334 · Pest Control		0.00	
6330 · Building upkeep - Other		0.00	
Total 6330 · Building upkeep		<u>0.00</u>	
6340 · Property & Liability Insurance		0.00	
6350 · Utilities			
6352 · Electric & Water		0.00	
6354 · Gas		0.00	

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	Reliq (D)
			<u>Budget</u>
6357 · Trash Removal		0.00	
6358 · Drainage		0.00	
6359 · Recycling		0.00	
Total 6350 · Utilities		0.00	
Total 6300 · Repairs and Upkeep		0.00	
6400 · In house services			
6410 · Printing			
6416 · Special Copies		0.00	
6412 · Copier Lease	44.0%	0.00	
6414 · Outside printing		0.00	
Total 6410 · Printing	44.16%	0.00	
6420 · Communications, Data & Tech			
6422 · Internet service	52.36%	0.00	
6424 · Data System Fees	36.67%	0.00	
6426 · Website hosting	17.93%	0.00	
6428 · Equipment	0.0%	0.00	
6430 · Postage	18.56%	0.00	
6432 · Telephone	48.48%	0.00	
Total 6420 · Communications, Data & Tech	28.19%	0.00	
Total 6400 · In house services	36.09%	0.00	
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees		0.00	
6512 · Bank fees	0.0%	0.00	
6514 · safe deposit box	100.0%	0.00	
Total 6510 · Banking expenses	16.67%	0.00	
6520 · Committees & Member Support		0.00	
6570 · Outside Services		0.00	
6580 · Professional Expenses	38.21%	405.80	
6500 · Miscellaneous - Other	0.0%	0.00	
Total 6500 · Miscellaneous	6.83%	405.80	
6600 · Employee Expenses			
6670 · Other Employee Expenses		8.00	
6610 · Payroll			
6610 · Payroll - Other	55.71%	52,310.28	99,245.00
Total 6610 · Payroll	55.71%	52,310.28	99,245.00
6630 · Payroll Taxes	57.35%	3,991.33	7,592.00
6650 · Benefits			
6650 · Benefits - Other	41.83%	0.00	
Total 6650 · Benefits	41.83%	0.00	

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	Relig (D) <u>Budget</u>
6660 · Workers' Comp Insurance		0.00	
6600 · Employee Expenses - Other		5.31	
Total 6600 · Employee Expenses	<u>53.69%</u>	<u>56,314.92</u>	<u>106,837.00</u>
6700 · Charitable Contributions			
6710 · UUA		0.00	
6720 · SWUUC		0.00	
6730 · Other UUA		0.00	
6790 · Other contributions		0.00	
Total 6700 · Charitable Contributions		<u>0.00</u>	
Total Expense	<u>49.15%</u>	<u>56,964.70</u>	<u>107,987.00</u>
Net Ordinary Income	<u>49.15%</u>	<u>-56,964.70</u>	<u>-107,987.00</u>
Net Income	<u><u>49.15%</u></u>	<u><u>-56,964.70</u></u>	<u><u>-107,987.00</u></u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

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epartments)

	<u>\$ Over Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense		
Income		
4000 · Unrestricted Income		
4100 · Contributions		
4140 · Forum		
4110 · Pledge		
4120 · Sunday Plate		
4130 · Sunday Coffee Service		
4190 · Other		
4100 · Contributions - Other		
Total 4100 · Contributions		
4200 · Rental		
4400 · Misc Income		
Total 4000 · Unrestricted Income		
4300 · Interest & Dividends		
Total Income		
Expense		
6000 · General Expenses	-1,150.00	0.0%
6100 · Ministry Support		
6110 · Guest Speaker / Musician		
6130 · Publications		
Total 6100 · Ministry Support		
6200 · Supplies & Materials		
6210 · Office supplies		
6220 · Worship Supplies		
6230 · Kitchen Supplies		
6240 · Sunday Coffee Service		
6290 · Other supplies		
6200 · Supplies & Materials - Other		
Total 6200 · Supplies & Materials		
6300 · Repairs and Upkeep		
6310 · Custodial Services		
6320 · Grounds		
6330 · Building upkeep		
6336 · Repairs & Maintenance		
6332 · Security Alarm		
6334 · Pest Control		
6330 · Building upkeep - Other		
Total 6330 · Building upkeep		
6340 · Property & Liability Insurance		
6350 · Utilities		
6352 · Electric & Water		
6354 · Gas		

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	gious Ed Dept epartments)	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
6357 · Trash Removal		
6358 · Drainage		
6359 · Recycling		
Total 6350 · Utilities		
Total 6300 · Repairs and Upkeep		
6400 · In house services		
6410 · Printing		
6416 · Special Copies		
6412 · Copier Lease		
6414 · Outside printing		
Total 6410 · Printing		
6420 · Communications, Data & Tech		
6422 · Internet service		
6424 · Data System Fees		
6426 · Website hosting		
6428 · Equipment		
6430 · Postage		
6432 · Telephone		
Total 6420 · Communications, Data & Tech		
Total 6400 · In house services		
6500 · Miscellaneous		
6510 · Banking expenses		
6516 · Credit Card Fees		
6512 · Bank fees		
6514 · safe deposit box		
Total 6510 · Banking expenses		
6520 · Committees & Member Support		
6570 · Outside Services		
6580 · Professional Expenses		
6500 · Miscellaneous - Other		
Total 6500 · Miscellaneous		
6600 · Employee Expenses		
6670 · Other Employee Expenses		
6610 · Payroll		
6610 · Payroll - Other	-46,934.72	52.71%
Total 6610 · Payroll	<u>-46,934.72</u>	<u>52.71%</u>
6630 · Payroll Taxes	-3,600.67	52.57%
6650 · Benefits		
6650 · Benefits - Other		
Total 6650 · Benefits		

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	gious Ed Dept epartments)	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
6660 · Workers' Comp Insurance		
6600 · Employee Expenses - Other		
Total 6600 · Employee Expenses	<u>-50,522.08</u>	<u>52.71%</u>
6700 · Charitable Contributions		
6710 · UUA		
6720 · SWUUC		
6730 · Other UUA		
6790 · Other contributions		
Total 6700 · Charitable Contributions		
Total Expense	<u>-51,022.30</u>	<u>52.75%</u>
Net Ordinary Income	<u>51,022.30</u>	<u>52.75%</u>
Net Income	<u><u>51,022.30</u></u>	<u><u>52.75%</u></u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Total Departments		
	Jan - Jul 10	Budget	\$ Over Budget
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum	0.00		
4110 · Pledge	0.00		
4120 · Sunday Plate	0.00		
4130 · Sunday Coffee Service	0.00		
4190 · Other	0.00		
4100 · Contributions - Other	0.00		
Total 4100 · Contributions	0.00		
4200 · Rental	0.00		
4400 · Misc Income	0.00		
Total 4000 · Unrestricted Income	0.00		
4300 · Interest & Dividends	0.00		
Total Income	0.00		
Expense			
6000 · General Expenses	0.00	7,650.00	-7,650.00
6100 · Ministry Support			
6110 · Guest Speaker / Musician	2,575.00	1,000.00	1,575.00
6130 · Publications	3,500.00	6,200.00	-2,700.00
Total 6100 · Ministry Support	6,075.00	7,200.00	-1,125.00
6200 · Supplies & Materials			
6210 · Office supplies	744.03	4,500.00	-3,755.97
6220 · Worship Supplies	1,170.10		
6230 · Kitchen Supplies	292.50		
6240 · Sunday Coffee Service	0.00	0.00	0.00
6290 · Other supplies	358.30		
6200 · Supplies & Materials - Other	0.00	0.00	0.00
Total 6200 · Supplies & Materials	2,564.93	4,500.00	-1,935.07
6300 · Repairs and Upkeep			
6310 · Custodial Services	7,225.94	15,550.00	-8,324.06
6320 · Grounds	3,375.00	6,000.00	-2,625.00
6330 · Building upkeep			
6336 · Repairs & Maintenance	5,620.87		
6332 · Security Alarm	209.94		
6334 · Pest Control	1,508.74		
6330 · Building upkeep - Other	0.00	20,000.00	-20,000.00
Total 6330 · Building upkeep	7,339.55	20,000.00	-12,660.45
6340 · Property & Liability Insurance	9,268.75	8,850.00	418.75
6350 · Utilities			
6352 · Electric & Water	6,699.51	17,661.00	-10,961.49
6354 · Gas	1,466.77	1,862.00	-395.23

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Total Departments		
	Jan - Jul 10	Budget	\$ Over Budget
6357 · Trash Removal	696.03	710.00	-13.97
6358 · Drainage	1,810.06	3,767.00	-1,956.94
6359 · Recycling	0.00	360.00	-360.00
Total 6350 · Utilities	10,672.37	24,360.00	-13,687.63
Total 6300 · Repairs and Upkeep	37,881.61	74,760.00	-36,878.39
6400 · In house services			
6410 · Printing			
6416 · Special Copies	75.69		
6412 · Copier Lease	6,600.00	15,000.00	-8,400.00
6414 · Outside printing	19.27		
Total 6410 · Printing	6,694.96	15,000.00	-8,305.04
6420 · Communications, Data & Tech			
6422 · Internet service	733.10	1,400.00	-666.90
6424 · Data System Fees	733.47	2,000.00	-1,266.53
6426 · Website hosting	71.70	400.00	-328.30
6428 · Equipment	0.00	3,000.00	-3,000.00
6430 · Postage	835.06	4,500.00	-3,664.94
6432 · Telephone	1,939.10	4,000.00	-2,060.90
Total 6420 · Communications, Data & Tech	4,312.43	15,300.00	-10,987.57
Total 6400 · In house services	11,007.39	30,300.00	-19,292.61
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees	0.00		
6512 · Bank fees	0.00	250.00	-250.00
6514 · safe deposit box	50.00	50.00	0.00
Total 6510 · Banking expenses	50.00	300.00	-250.00
6520 · Committees & Member Support	0.00		
6570 · Outside Services	52.50		
6580 · Professional Expenses	2,765.96	9,000.00	-6,234.04
6500 · Miscellaneous - Other	0.00	3,500.00	-3,500.00
Total 6500 · Miscellaneous	2,868.46	12,800.00	-9,931.54
6600 · Employee Expenses			
6670 · Other Employee Expenses	102.50		
6610 · Payroll			
6610 · Payroll - Other	211,658.51	380,055.00	-168,396.49
Total 6610 · Payroll	211,658.51	380,055.00	-168,396.49
6630 · Payroll Taxes	13,079.55	23,337.00	-10,257.45
6650 · Benefits			
6650 · Benefits - Other	18,110.79	36,837.00	-18,726.21
Total 6650 · Benefits	18,110.79	36,837.00	-18,726.21

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	Total Departments		
	Jan - Jul 10	Budget	\$ Over Budget
6660 · Workers' Comp Insurance	0.00		
6600 · Employee Expenses - Other	1,721.09		
Total 6600 · Employee Expenses	244,672.44	440,229.00	-195,556.56
6700 · Charitable Contributions			
6710 · UUA	0.00		
6720 · SWUUC	0.00		
6730 · Other UUA	0.00		
6790 · Other contributions	0.00		
Total 6700 · Charitable Contributions	0.00		
Total Expense	305,069.83	577,439.00	-272,369.17
Net Ordinary Income	-305,069.83	-577,439.00	272,369.17
Net Income	-305,069.83	-577,439.00	272,369.17

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	<u>Other Budget</u>
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum		993.84	
4110 · Pledge		244,694.64	450,000.00
4120 · Sunday Plate		16,924.69	65,000.00
4130 · Sunday Coffee Service		1,629.23	4,000.00
4190 · Other		4,682.09	5,000.00
4100 · Contributions - Other		<u>1,121.00</u>	
Total 4100 · Contributions		<u>270,045.49</u>	<u>524,000.00</u>
4200 · Rental		28,486.26	50,000.00
4400 · Misc Income		<u>5,784.48</u>	<u>2,000.00</u>
Total 4000 · Unrestricted Income		<u>304,316.23</u>	<u>576,000.00</u>
4300 · Interest & Dividends		<u>213.80</u>	<u>72.00</u>
Total Income		<u>304,530.03</u>	<u>576,072.00</u>
Expense			
6000 · General Expenses	0.0%	0.00	
6100 · Ministry Support			
6110 · Guest Speaker / Musician	257.5%	0.00	
6130 · Publications	56.45%	<u>0.00</u>	
Total 6100 · Ministry Support	<u>84.38%</u>	<u>0.00</u>	
6200 · Supplies & Materials			
6210 · Office supplies	16.53%	0.00	
6220 · Worship Supplies		0.00	
6230 · Kitchen Supplies		0.00	
6240 · Sunday Coffee Service	0.0%	2,104.69	5,000.00
6290 · Other supplies		0.00	
6200 · Supplies & Materials - Other	0.0%	<u>0.00</u>	
Total 6200 · Supplies & Materials	<u>57.0%</u>	<u>2,104.69</u>	<u>5,000.00</u>
6300 · Repairs and Upkeep			
6310 · Custodial Services	46.47%	0.00	
6320 · Grounds	56.25%	0.00	
6330 · Building upkeep			
6336 · Repairs & Maintenance		0.00	
6332 · Security Alarm		0.00	
6334 · Pest Control		0.00	
6330 · Building upkeep - Other	0.0%	<u>0.00</u>	
Total 6330 · Building upkeep	<u>36.7%</u>	<u>0.00</u>	
6340 · Property & Liability Insurance	104.73%	0.00	
6350 · Utilities			
6352 · Electric & Water	37.93%	0.00	
6354 · Gas	78.77%	0.00	

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	<u>Other Budget</u>
6357 · Trash Removal	98.03%	0.00	
6358 · Drainage	48.05%	0.00	
6359 · Recycling	0.0%	0.00	
Total 6350 · Utilities	43.81%	0.00	
Total 6300 · Repairs and Upkeep	50.67%	0.00	
6400 · In house services			
6410 · Printing			
6416 · Special Copies		0.00	
6412 · Copier Lease	44.0%	0.00	
6414 · Outside printing		0.00	
Total 6410 · Printing	44.63%	0.00	
6420 · Communications, Data & Tech			
6422 · Internet service	52.36%	0.00	
6424 · Data System Fees	36.67%	0.00	
6426 · Website hosting	17.93%	0.00	
6428 · Equipment	0.0%	0.00	
6430 · Postage	18.56%	0.00	
6432 · Telephone	48.48%	0.00	
Total 6420 · Communications, Data & Tech	28.19%	0.00	
Total 6400 · In house services	36.33%	0.00	
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees		2,205.51	
6512 · Bank fees	0.0%	0.00	
6514 · safe deposit box	100.0%	0.00	
Total 6510 · Banking expenses	16.67%	2,205.51	
6520 · Committees & Member Support		0.00	
6570 · Outside Services		0.00	
6580 · Professional Expenses	30.73%	0.00	
6500 · Miscellaneous - Other	0.0%	0.00	
Total 6500 · Miscellaneous	22.41%	2,205.51	
6600 · Employee Expenses			
6670 · Other Employee Expenses		0.00	
6610 · Payroll			
6610 · Payroll - Other	55.69%	1,687.44	
Total 6610 · Payroll	55.69%	1,687.44	
6630 · Payroll Taxes	56.05%	98.60	
6650 · Benefits			
6650 · Benefits - Other	49.17%	0.00	
Total 6650 · Benefits	49.17%	0.00	

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	<u>Other Budget</u>
6660 · Workers' Comp Insurance		0.00	4,692.00
6600 · Employee Expenses - Other		1,151.12	
Total 6600 · Employee Expenses	55.58%	2,937.16	4,692.00
6700 · Charitable Contributions			
6710 · UUA		4,500.00	6,000.00
6720 · SWUUC		5,000.00	5,000.00
6730 · Other UUA		150.00	350.00
6790 · Other contributions		0.00	1,000.00
Total 6700 · Charitable Contributions		9,650.00	12,350.00
Total Expense	52.83%	16,897.36	22,042.00
Net Ordinary Income	52.83%	287,632.67	554,030.00
Net Income	52.83%	287,632.67	554,030.00

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>Operating Fund</u>	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense		
Income		
4000 · Unrestricted Income		
4100 · Contributions		
4140 · Forum		
4110 · Pledge	-205,305.36	54.38%
4120 · Sunday Plate	-48,075.31	26.04%
4130 · Sunday Coffee Service	-2,370.77	40.73%
4190 · Other	-317.91	93.64%
4100 · Contributions - Other		
Total 4100 · Contributions	<hr/> -253,954.51	<hr/> 51.54%
4200 · Rental	-21,513.74	56.97%
4400 · Misc Income	3,784.48	289.22%
Total 4000 · Unrestricted Income	<hr/> -271,683.77	<hr/> 52.83%
4300 · Interest & Dividends	141.80	296.94%
Total Income	<hr/> -271,541.97	<hr/> 52.86%
Expense		
6000 · General Expenses		
6100 · Ministry Support		
6110 · Guest Speaker / Musician		
6130 · Publications		
Total 6100 · Ministry Support		
6200 · Supplies & Materials		
6210 · Office supplies		
6220 · Worship Supplies		
6230 · Kitchen Supplies		
6240 · Sunday Coffee Service	-2,895.31	42.09%
6290 · Other supplies		
6200 · Supplies & Materials - Other		
Total 6200 · Supplies & Materials	<hr/> -2,895.31	<hr/> 42.09%
6300 · Repairs and Upkeep		
6310 · Custodial Services		
6320 · Grounds		
6330 · Building upkeep		
6336 · Repairs & Maintenance		
6332 · Security Alarm		
6334 · Pest Control		
6330 · Building upkeep - Other		
Total 6330 · Building upkeep		
6340 · Property & Liability Insurance		
6350 · Utilities		
6352 · Electric & Water		
6354 · Gas		

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Operating Fund	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
6357 · Trash Removal		
6358 · Drainage		
6359 · Recycling		
Total 6350 · Utilities		
Total 6300 · Repairs and Upkeep		
6400 · In house services		
6410 · Printing		
6416 · Special Copies		
6412 · Copier Lease		
6414 · Outside printing		
Total 6410 · Printing		
6420 · Communications, Data & Tech		
6422 · Internet service		
6424 · Data System Fees		
6426 · Website hosting		
6428 · Equipment		
6430 · Postage		
6432 · Telephone		
Total 6420 · Communications, Data & Tech		
Total 6400 · In house services		
6500 · Miscellaneous		
6510 · Banking expenses		
6516 · Credit Card Fees		
6512 · Bank fees		
6514 · safe deposit box		
Total 6510 · Banking expenses		
6520 · Committees & Member Support		
6570 · Outside Services		
6580 · Professional Expenses		
6500 · Miscellaneous - Other		
Total 6500 · Miscellaneous		
6600 · Employee Expenses		
6670 · Other Employee Expenses		
6610 · Payroll		
6610 · Payroll - Other		
Total 6610 · Payroll		
6630 · Payroll Taxes		
6650 · Benefits		
6650 · Benefits - Other		
Total 6650 · Benefits		

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	<u>Operating Fund</u>	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
6660 · Workers' Comp Insurance	-4,692.00	0.0%
6600 · Employee Expenses - Other		
Total 6600 · Employee Expenses	<u>-1,754.84</u>	<u>62.6%</u>
6700 · Charitable Contributions		
6710 · UUA	-1,500.00	75.0%
6720 · SWUUC	0.00	100.0%
6730 · Other UUA	-200.00	42.86%
6790 · Other contributions	-1,000.00	0.0%
Total 6700 · Charitable Contributions	<u>-2,700.00</u>	<u>78.14%</u>
Total Expense	<u>-5,144.64</u>	<u>76.66%</u>
Net Ordinary Income	<u>-266,397.33</u>	<u>51.92%</u>
Net Income	<u><u>-266,397.33</u></u>	<u><u>51.92%</u></u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Total unclassified		
	Jan - Jul 10	Budget	\$ Over Budget
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum	0.00	0.00	0.00
4110 · Pledge	0.00	0.00	0.00
4120 · Sunday Plate	0.00	0.00	0.00
4130 · Sunday Coffee Service	0.00	0.00	0.00
4190 · Other	0.00	0.00	0.00
4100 · Contributions - Other	0.00	0.00	0.00
Total 4100 · Contributions	0.00	0.00	0.00
4200 · Rental	0.00	0.00	0.00
4400 · Misc Income	0.00	0.00	0.00
Total 4000 · Unrestricted Income	0.00	0.00	0.00
4300 · Interest & Dividends	0.00	0.00	0.00
Total Income	0.00	0.00	0.00
Expense			
6000 · General Expenses	0.00	0.00	0.00
6100 · Ministry Support			
6110 · Guest Speaker / Musician	0.00	0.00	0.00
6130 · Publications	0.00	0.00	0.00
Total 6100 · Ministry Support	0.00	0.00	0.00
6200 · Supplies & Materials			
6210 · Office supplies	0.00	0.00	0.00
6220 · Worship Supplies	0.00	0.00	0.00
6230 · Kitchen Supplies	0.00	0.00	0.00
6240 · Sunday Coffee Service	0.00	0.00	0.00
6290 · Other supplies	0.00	0.00	0.00
6200 · Supplies & Materials - Other	0.00	0.00	0.00
Total 6200 · Supplies & Materials	0.00	0.00	0.00
6300 · Repairs and Upkeep			
6310 · Custodial Services	0.00	0.00	0.00
6320 · Grounds	0.00	0.00	0.00
6330 · Building upkeep			
6336 · Repairs & Maintenance	0.00	0.00	0.00
6332 · Security Alarm	0.00	0.00	0.00
6334 · Pest Control	0.00	0.00	0.00
6330 · Building upkeep - Other	0.00	0.00	0.00
Total 6330 · Building upkeep	0.00	0.00	0.00
6340 · Property & Liability Insurance	0.00	0.00	0.00
6350 · Utilities			
6352 · Electric & Water	0.00	0.00	0.00
6354 · Gas	0.00	0.00	0.00

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	Total unclassified		
	Jan - Jul 10	Budget	\$ Over Budget
6357 · Trash Removal	0.00	0.00	0.00
6358 · Drainage	0.00	0.00	0.00
6359 · Recycling	0.00	0.00	0.00
Total 6350 · Utilities	0.00	0.00	0.00
Total 6300 · Repairs and Upkeep	0.00	0.00	0.00
6400 · In house services			
6410 · Printing			
6416 · Special Copies	0.00	0.00	0.00
6412 · Copier Lease	0.00	0.00	0.00
6414 · Outside printing	0.00	0.00	0.00
Total 6410 · Printing	0.00	0.00	0.00
6420 · Communications, Data & Tech			
6422 · Internet service	0.00	0.00	0.00
6424 · Data System Fees	0.00	0.00	0.00
6426 · Website hosting	0.00	0.00	0.00
6428 · Equipment	0.00	0.00	0.00
6430 · Postage	0.00	0.00	0.00
6432 · Telephone	0.00	0.00	0.00
Total 6420 · Communications, Data & Tech	0.00	0.00	0.00
Total 6400 · In house services	0.00	0.00	0.00
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees	0.00	0.00	0.00
6512 · Bank fees	0.00	0.00	0.00
6514 · safe deposit box	0.00	0.00	0.00
Total 6510 · Banking expenses	0.00	0.00	0.00
6520 · Committees & Member Support	0.00	0.00	0.00
6570 · Outside Services	0.00	0.00	0.00
6580 · Professional Expenses	0.00	0.00	0.00
6500 · Miscellaneous - Other	0.00	0.00	0.00
Total 6500 · Miscellaneous	0.00	0.00	0.00
6600 · Employee Expenses			
6670 · Other Employee Expenses	0.00	0.00	0.00
6610 · Payroll			
6610 · Payroll - Other	0.00	0.00	0.00
Total 6610 · Payroll	0.00	0.00	0.00
6630 · Payroll Taxes	0.00	0.00	0.00
6650 · Benefits			
6650 · Benefits - Other	0.00	0.00	0.00
Total 6650 · Benefits	0.00	0.00	0.00

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	Total unclassified		
	Jan - Jul 10	Budget	\$ Over Budget
6660 · Workers' Comp Insurance	0.00	0.00	0.00
6600 · Employee Expenses - Other	0.00	0.00	0.00
Total 6600 · Employee Expenses	0.00	0.00	0.00
6700 · Charitable Contributions			
6710 · UUA	0.00	0.00	0.00
6720 · SWUUC	0.00	0.00	0.00
6730 · Other UUA	0.00	0.00	0.00
6790 · Other contributions	0.00	0.00	0.00
Total 6700 · Charitable Contributions	0.00	0.00	0.00
Total Expense	0.00	0.00	0.00
Net Ordinary Income	0.00	0.00	0.00
Net Income	0.00	0.00	0.00

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	<u>Budget</u>
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum	0.0%	993.84	0.00
4110 · Pledge	0.0%	244,694.64	450,000.00
4120 · Sunday Plate	0.0%	16,924.69	65,000.00
4130 · Sunday Coffee Service	0.0%	1,629.23	4,000.00
4190 · Other	0.0%	4,682.09	5,000.00
4100 · Contributions - Other	0.0%	1,121.00	0.00
Total 4100 · Contributions	0.0%	270,045.49	524,000.00
4200 · Rental	0.0%	28,486.26	50,000.00
4400 · Misc Income	0.0%	5,784.48	2,000.00
Total 4000 · Unrestricted Income	0.0%	304,316.23	576,000.00
4300 · Interest & Dividends	0.0%	213.80	72.00
Total Income	0.0%	304,530.03	576,072.00
Expense			
6000 · General Expenses	0.0%	0.00	15,575.00
6100 · Ministry Support			
6110 · Guest Speaker / Musician	0.0%	2,575.00	1,000.00
6130 · Publications	0.0%	3,500.00	6,200.00
Total 6100 · Ministry Support	0.0%	6,075.00	7,200.00
6200 · Supplies & Materials			
6210 · Office supplies	0.0%	758.73	4,500.00
6220 · Worship Supplies	0.0%	1,170.10	0.00
6230 · Kitchen Supplies	0.0%	292.50	0.00
6240 · Sunday Coffee Service	0.0%	2,104.69	5,000.00
6290 · Other supplies	0.0%	1,130.63	0.00
6200 · Supplies & Materials - Other	0.0%	0.00	0.00
Total 6200 · Supplies & Materials	0.0%	5,456.65	9,500.00
6300 · Repairs and Upkeep			
6310 · Custodial Services	0.0%	7,225.94	15,550.00
6320 · Grounds	0.0%	3,375.00	6,000.00
6330 · Building upkeep			
6336 · Repairs & Maintenance	0.0%	5,620.87	0.00
6332 · Security Alarm	0.0%	209.94	0.00
6334 · Pest Control	0.0%	1,508.74	0.00
6330 · Building upkeep - Other	0.0%	0.00	20,000.00
Total 6330 · Building upkeep	0.0%	7,339.55	20,000.00
6340 · Property & Liability Insurance	0.0%	9,268.75	8,850.00
6350 · Utilities			
6352 · Electric & Water	0.0%	6,699.51	17,661.00
6354 · Gas	0.0%	1,466.77	1,862.00

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	<u>Budget</u>
6357 · Trash Removal	0.0%	696.03	710.00
6358 · Drainage	0.0%	1,810.06	3,767.00
6359 · Recycling	0.0%	0.00	360.00
Total 6350 · Utilities	0.0%	10,672.37	24,360.00
Total 6300 · Repairs and Upkeep	0.0%	37,881.61	74,760.00
6400 · In house services			
6410 · Printing			
6416 · Special Copies	0.0%	75.69	0.00
6412 · Copier Lease	0.0%	6,600.00	15,000.00
6414 · Outside printing	0.0%	19.27	0.00
Total 6410 · Printing	0.0%	6,694.96	15,000.00
6420 · Communications, Data & Tech			
6422 · Internet service	0.0%	733.10	1,400.00
6424 · Data System Fees	0.0%	733.47	2,000.00
6426 · Website hosting	0.0%	71.70	400.00
6428 · Equipment	0.0%	600.00	3,000.00
6430 · Postage	0.0%	870.26	4,500.00
6432 · Telephone	0.0%	1,939.10	4,000.00
Total 6420 · Communications, Data & Tech	0.0%	4,947.63	15,300.00
Total 6400 · In house services	0.0%	11,642.59	30,300.00
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees	0.0%	2,205.51	0.00
6512 · Bank fees	0.0%	0.00	250.00
6514 · safe deposit box	0.0%	50.00	50.00
Total 6510 · Banking expenses	0.0%	2,255.51	300.00
6520 · Committees & Member Support	0.0%	454.04	0.00
6570 · Outside Services	0.0%	52.50	0.00
6580 · Professional Expenses	0.0%	2,820.98	9,000.00
6500 · Miscellaneous - Other	0.0%	0.00	3,500.00
Total 6500 · Miscellaneous	0.0%	5,583.03	12,800.00
6600 · Employee Expenses			
6670 · Other Employee Expenses	0.0%	139.00	0.00
6610 · Payroll			
6610 · Payroll - Other	0.0%	213,609.59	380,055.00
Total 6610 · Payroll	0.0%	213,609.59	380,055.00
6630 · Payroll Taxes	0.0%	13,194.50	23,337.00
6650 · Benefits			
6650 · Benefits - Other	0.0%	18,110.79	36,837.00
Total 6650 · Benefits	0.0%	18,110.79	36,837.00

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	<u>% of Budget</u>	<u>Jan - Jul 10</u>	<u>Budget</u>
6660 · Workers' Comp Insurance	0.0%	0.00	4,692.00
6600 · Employee Expenses - Other	0.0%	2,872.21	0.00
Total 6600 · Employee Expenses	0.0%	247,926.09	444,921.00
6700 · Charitable Contributions			
6710 · UUA	0.0%	4,500.00	6,000.00
6720 · SWUUC	0.0%	5,000.00	5,000.00
6730 · Other UUA	0.0%	150.00	350.00
6790 · Other contributions	0.0%	0.00	1,000.00
Total 6700 · Charitable Contributions	0.0%	9,650.00	12,350.00
Total Expense	0.0%	324,214.97	607,406.00
Net Ordinary Income	0.0%	-19,684.94	-31,334.00
Net Income	0.0%	-19,684.94	-31,334.00

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

Ordinary Income/Expense	DTAL	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
Income		
4000 · Unrestricted Income		
4100 · Contributions		
4140 · Forum	993.84	100.0%
4110 · Pledge	-205,305.36	54.38%
4120 · Sunday Plate	-48,075.31	26.04%
4130 · Sunday Coffee Service	-2,370.77	40.73%
4190 · Other	-317.91	93.64%
4100 · Contributions - Other	1,121.00	100.0%
Total 4100 · Contributions	-253,954.51	51.54%
4200 · Rental	-21,513.74	56.97%
4400 · Misc Income	3,784.48	289.22%
Total 4000 · Unrestricted Income	-271,683.77	52.83%
4300 · Interest & Dividends	141.80	296.94%
Total Income	-271,541.97	52.86%
Expense		
6000 · General Expenses	-15,575.00	0.0%
6100 · Ministry Support		
6110 · Guest Speaker / Musician	1,575.00	257.5%
6130 · Publications	-2,700.00	56.45%
Total 6100 · Ministry Support	-1,125.00	84.38%
6200 · Supplies & Materials		
6210 · Office supplies	-3,741.27	16.86%
6220 · Worship Supplies	1,170.10	100.0%
6230 · Kitchen Supplies	292.50	100.0%
6240 · Sunday Coffee Service	-2,895.31	42.09%
6290 · Other supplies	1,130.63	100.0%
6200 · Supplies & Materials - Other	0.00	0.0%
Total 6200 · Supplies & Materials	-4,043.35	57.44%
6300 · Repairs and Upkeep		
6310 · Custodial Services	-8,324.06	46.47%
6320 · Grounds	-2,625.00	56.25%
6330 · Building upkeep		
6336 · Repairs & Maintenance	5,620.87	100.0%
6332 · Security Alarm	209.94	100.0%
6334 · Pest Control	1,508.74	100.0%
6330 · Building upkeep - Other	-20,000.00	0.0%
Total 6330 · Building upkeep	-12,660.45	36.7%
6340 · Property & Liability Insurance	418.75	104.73%
6350 · Utilities		
6352 · Electric & Water	-10,961.49	37.93%
6354 · Gas	-395.23	78.77%

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through July 2010

	<u>DTAL</u>	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
6357 · Trash Removal	-13.97	98.03%
6358 · Drainage	-1,956.94	48.05%
6359 · Recycling	-360.00	0.0%
Total 6350 · Utilities	-13,687.63	43.81%
Total 6300 · Repairs and Upkeep	-36,878.39	50.67%
6400 · In house services		
6410 · Printing		
6416 · Special Copies	75.69	100.0%
6412 · Copier Lease	-8,400.00	44.0%
6414 · Outside printing	19.27	100.0%
Total 6410 · Printing	-8,305.04	44.63%
6420 · Communications, Data & Tech		
6422 · Internet service	-666.90	52.36%
6424 · Data System Fees	-1,266.53	36.67%
6426 · Website hosting	-328.30	17.93%
6428 · Equipment	-2,400.00	20.0%
6430 · Postage	-3,629.74	19.34%
6432 · Telephone	-2,060.90	48.48%
Total 6420 · Communications, Data & Tech	-10,352.37	32.34%
Total 6400 · In house services	-18,657.41	38.42%
6500 · Miscellaneous		
6510 · Banking expenses		
6516 · Credit Card Fees	2,205.51	100.0%
6512 · Bank fees	-250.00	0.0%
6514 · safe deposit box	0.00	100.0%
Total 6510 · Banking expenses	1,955.51	751.84%
6520 · Committees & Member Support	454.04	100.0%
6570 · Outside Services	52.50	100.0%
6580 · Professional Expenses	-6,179.02	31.34%
6500 · Miscellaneous - Other	-3,500.00	0.0%
Total 6500 · Miscellaneous	-7,216.97	43.62%
6600 · Employee Expenses		
6670 · Other Employee Expenses	139.00	100.0%
6610 · Payroll		
6610 · Payroll - Other	-166,445.41	56.21%
Total 6610 · Payroll	-166,445.41	56.21%
6630 · Payroll Taxes	-10,142.50	56.54%
6650 · Benefits		
6650 · Benefits - Other	-18,726.21	49.17%
Total 6650 · Benefits	-18,726.21	49.17%

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
 January through July 2010

	<u>DTAL</u>	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
6660 · Workers' Comp Insurance	-4,692.00	0.0%
6600 · Employee Expenses - Other	2,872.21	100.0%
Total 6600 · Employee Expenses	<u>-196,994.91</u>	<u>55.72%</u>
6700 · Charitable Contributions		
6710 · UUA	-1,500.00	75.0%
6720 · SWUUC	0.00	100.0%
6730 · Other UUA	-200.00	42.86%
6790 · Other contributions	-1,000.00	0.0%
Total 6700 · Charitable Contributions	<u>-2,700.00</u>	<u>78.14%</u>
Total Expense	<u>-283,191.03</u>	<u>53.38%</u>
Net Ordinary Income	<u>11,649.06</u>	<u>62.82%</u>
Net Income	<u><u>11,649.06</u></u>	<u><u>62.82%</u></u>

First Unitarian Universalist Church of Austin

Balance Sheet

As of July 31, 2010

	<u>Jan 31, 10</u>	<u>Feb 28, 10</u>	<u>Mar 31, 10</u>
ASSETS			
Current Assets			
Checking/Savings			
1000 · Cash & Investments			
1100 · Bank			
1140 · THCU CDs	0.00	5,000.00	10,000.00
1130 · THCU Money Market	0.00	99,000.00	98,055.20
1110 · THCU Checking	33,332.83	29,807.98	23,228.77
1120 · THCU Savings	4,058.37	4,058.37	25.00
Total 1100 · Bank	<u>37,391.20</u>	<u>137,866.35</u>	<u>131,308.97</u>
1200 · Schwab Accounts			
1210 · Permanent Endowment Account	100,143.27	103,054.96	109,995.97
1220 · Mixed Investment Account	450,561.76	351,386.37	352,684.48
1230 · Murr Music Account	35,039.24	35,631.60	36,820.25
Total 1200 · Schwab Accounts	<u>585,744.27</u>	<u>490,072.93</u>	<u>499,500.70</u>
1300 · Annuity 2014	<u>10,962.36</u>	<u>11,007.73</u>	<u>11,007.73</u>
Total 1000 · Cash & Investments	<u>634,097.83</u>	<u>638,947.01</u>	<u>641,817.40</u>
Total Checking/Savings	634,097.83	638,947.01	641,817.40
Accounts Receivable			
11000 · Accounts Receivable	0.00	0.00	11,451.33
Total Accounts Receivable	<u>0.00</u>	<u>0.00</u>	<u>11,451.33</u>
Total Current Assets	634,097.83	638,947.01	653,268.73
Fixed Assets			
1500 · Fixed Assets			
1510 · Building - at cost	672,232.75	672,232.75	672,232.75
1530 · Land - Travis CAD '09 Value	1,508,930.00	1,508,930.00	1,508,930.00
1540 · Furniture & Equipment	92,631.86	92,631.86	92,631.86
Total 1500 · Fixed Assets	<u>2,273,794.61</u>	<u>2,273,794.61</u>	<u>2,273,794.61</u>
Total Fixed Assets	<u>2,273,794.61</u>	<u>2,273,794.61</u>	<u>2,273,794.61</u>
TOTAL ASSETS	<u><u>2,907,892.44</u></u>	<u><u>2,912,741.62</u></u>	<u><u>2,927,063.34</u></u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
2000 · Liabilities			
2400 · Payroll Liabilities	672.01	1,348.26	2,070.67
2200 · Security Deposits	50.00	50.00	50.00
Total 2000 · Liabilities	<u>722.01</u>	<u>1,398.26</u>	<u>2,120.67</u>
Total Other Current Liabilities	<u>722.01</u>	<u>1,398.26</u>	<u>2,120.67</u>

First Unitarian Universalist Church of Austin

Balance Sheet

As of July 31, 2010

	<u>Jan 31, 10</u>	<u>Feb 28, 10</u>	<u>Mar 31, 10</u>
Total Current Liabilities	722.01	1,398.26	2,120.67
Total Liabilities	722.01	1,398.26	2,120.67
Equity			
3001 · Fixed Assets - Equity	0.00	0.00	2,273,794.61
3100 · Restricted Funds			
3200 · Cong. Restricted Funds			
3220 · Permanent Endowment Fund	100,143.27	103,054.96	109,995.97
3240 · Memorial Savings Fund	232,350.76	237,870.74	250,920.18
3260 · Murr Music Fund	35,039.24	35,831.60	37,020.25
Total 3200 · Cong. Restricted Funds	367,533.27	376,757.30	397,936.40
3400 · Board Restricted Funds			
3560 · Worship Services Fund	0.00	0.00	0.00
3555 · Forum Fund	0.00	0.00	0.00
3550 · Minister's Discretionary Fund	0.00	0.00	425.00
3406 · Bridge Builder Action Team Fund	0.00	15,000.00	12,643.59
3405 · Long Range Fund	56,282.73	41,282.73	41,282.73
3410 · Capital Campaign Fund	10,000.00	10,000.00	10,000.00
3415 · Paradox Players Fund	18,194.20	16,524.77	16,332.33
3420 · Religious Education Fund			
3422 · CampUU/Hogwarts Fund	5,068.90	5,068.90	5,068.90
3424 · Junior High Fund	3,386.56	3,386.56	3,386.56
3426 · Senior High Fund	5,087.29	5,087.29	5,087.29
3427 · Lecture Series Fund	330.43	330.43	330.43
3428 · Adult RE Fund	8,431.87	8,498.02	7,984.10
3429 · Children's RE Fund	3,551.60	3,525.12	822.72
3420 · Religious Education Fund - Other	0.00	0.00	0.00
Total 3420 · Religious Education Fund	25,856.65	25,896.32	22,680.00
3440 · Caring Fund	5,728.20	6,088.20	5,388.20
3450 · Music Fund			
3452 · Children's Choir Fund	2,992.52	3,282.52	3,312.52
3456 · Music Other Fund	2,381.06	2,381.06	2,381.06
Total 3450 · Music Fund	5,373.58	5,663.58	5,693.58
3460 · Bookstore Fund	2,566.86	2,400.40	2,240.53
3465 · Denominational Affairs Fund	70.02	70.02	70.02
3470 · Facility Fund			
3478 · Grounds Fund	0.00	0.00	0.00
3472 · Emergency Fund	2,923.63	2,923.63	2,923.63
3474 · Green Sanctuary Fund	1,586.55	1,586.55	1,586.55
3476 · Recycling Program Fund	778.71	778.71	778.71
Total 3470 · Facility Fund	5,288.89	5,288.89	5,288.89
3480 · Flowers Fund	329.34	329.34	329.34
3490 · Technology Fund			
3492 · Internet Ministries Fund	2,797.67	2,797.67	2,797.67
3494 · Media Team Fund	2,253.61	2,253.61	2,253.61

First Unitarian Universalist Church of Austin

Balance Sheet

As of July 31, 2010

	<u>Jan 31, 10</u>	<u>Feb 28, 10</u>	<u>Mar 31, 10</u>
Total 3490 · Technology Fund	5,051.28	5,051.28	5,051.28
3505 · Meet & Eat Fund	588.70	677.97	584.63
3515 · Social Action Fund	717.95	717.95	1,741.45
3525 · Voyagers Fund	211.39	211.39	211.39
3530 · YARN Fund	208.24	208.24	208.24
3535 · Yew Grove Fund	155.04	147.53	147.53
3540 · Library Fund	350.59	339.36	286.39
3545 · Special Plate Fund	20.00	20.00	20.00
Total 3400 · Board Restricted Funds	<u>136,993.66</u>	<u>135,917.97</u>	<u>130,625.12</u>
 Total 3100 · Restricted Funds	 504,526.93	 512,675.27	 528,561.52
3900 · Unrestricted Net Assets	2,386,736.36	2,387,563.35	113,768.74
Net Income	15,907.14	11,104.74	8,817.80
Total Equity	<u>2,907,170.43</u>	<u>2,911,343.36</u>	<u>2,924,942.67</u>
 TOTAL LIABILITIES & EQUITY	 <u>2,907,892.44</u>	 <u>2,912,741.62</u>	 <u>2,927,063.34</u>

First Unitarian Universalist Church of Austin

Balance Sheet

As of July 31, 2010

	<u>Apr 30, 10</u>	<u>May 31, 10</u>	<u>Jun 30, 10</u>
ASSETS			
Current Assets			
Checking/Savings			
1000 · Cash & Investments			
1100 · Bank			
1140 · THCU CDs	15,000.00	20,018.29	25,018.29
1130 · THCU Money Market	93,139.89	88,208.91	83,276.58
1110 · THCU Checking	43,065.67	42,125.01	36,844.21
1120 · THCU Savings	29.23	29.23	29.23
Total 1100 · Bank	<u>151,234.79</u>	<u>150,381.44</u>	<u>145,168.31</u>
1200 · Schwab Accounts			
1210 · Permanent Endowment Account	111,967.33	102,545.54	97,629.36
1220 · Mixed Investment Account	357,877.15	341,243.16	334,665.30
1230 · Murr Music Account	37,531.42	35,933.30	35,410.23
Total 1200 · Schwab Accounts	<u>507,375.90</u>	<u>479,722.00</u>	<u>467,704.89</u>
1300 · Annuity 2014	<u>11,007.73</u>	<u>11,007.73</u>	<u>11,007.73</u>
Total 1000 · Cash & Investments	<u>669,618.42</u>	<u>641,111.17</u>	<u>623,880.93</u>
Total Checking/Savings	669,618.42	641,111.17	623,880.93
Accounts Receivable			
11000 · Accounts Receivable	0.00	0.00	0.00
Total Accounts Receivable	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Current Assets	669,618.42	641,111.17	623,880.93
Fixed Assets			
1500 · Fixed Assets			
1510 · Building - at cost	672,232.75	672,232.75	672,232.75
1530 · Land - Travis CAD '09 Value	1,508,930.00	1,508,930.00	1,508,930.00
1540 · Furniture & Equipment	92,631.86	0.00	0.00
Total 1500 · Fixed Assets	<u>2,273,794.61</u>	<u>2,181,162.75</u>	<u>2,181,162.75</u>
Total Fixed Assets	<u>2,273,794.61</u>	<u>2,181,162.75</u>	<u>2,181,162.75</u>
TOTAL ASSETS	<u><u>2,943,413.03</u></u>	<u><u>2,822,273.92</u></u>	<u><u>2,805,043.68</u></u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
2000 · Liabilities			
2400 · Payroll Liabilities	2,822.31	3,595.97	1,603.05
2200 · Security Deposits	70.00	70.00	70.00
Total 2000 · Liabilities	<u>2,892.31</u>	<u>3,665.97</u>	<u>1,673.05</u>
Total Other Current Liabilities	<u>2,892.31</u>	<u>3,665.97</u>	<u>1,673.05</u>

First Unitarian Universalist Church of Austin

Balance Sheet

As of July 31, 2010

	<u>Apr 30, 10</u>	<u>May 31, 10</u>	<u>Jun 30, 10</u>
Total Current Liabilities	2,892.31	3,665.97	1,673.05
Total Liabilities	2,892.31	3,665.97	1,673.05
Equity			
3001 · Fixed Assets - Equity	2,273,794.61	2,181,162.75	2,181,162.75
3100 · Restricted Funds			
3200 · Cong. Restricted Funds			
3220 · Permanent Endowment Fund	111,967.33	102,545.54	99,129.36
3240 · Memorial Savings Fund	256,219.37	239,672.69	233,462.50
3260 · Murr Music Fund	37,731.42	36,183.30	35,660.23
Total 3200 · Cong. Restricted Funds	405,918.12	378,401.53	368,252.09
3400 · Board Restricted Funds			
3560 · Worship Services Fund	0.00	0.00	1,000.00
3555 · Forum Fund	0.00	0.00	1,000.00
3550 · Minister's Discretionary Fund	504.60	518.60	0.00
3406 · Bridge Builder Action Team Fund	10,916.14	10,587.29	10,587.29
3405 · Long Range Fund	41,282.73	41,282.73	41,282.73
3410 · Capital Campaign Fund	10,000.00	10,000.00	10,000.00
3415 · Paradox Players Fund	15,709.36	10,827.82	14,154.64
3420 · Religious Education Fund			
3422 · CampUU/Hogwarts Fund	10,128.25	10,878.25	11,725.25
3424 · Junior High Fund	3,386.56	3,386.56	3,386.56
3426 · Senior High Fund	4,952.07	4,952.07	4,952.07
3427 · Lecture Series Fund	330.43	368.43	368.43
3428 · Adult RE Fund	7,999.68	7,859.29	7,939.52
3429 · Children's RE Fund	1,329.64	1,296.37	1,096.37
3420 · Religious Education Fund - Other	0.00	125.00	0.00
Total 3420 · Religious Education Fund	28,126.63	28,865.97	29,468.20
3440 · Caring Fund	5,188.20	4,988.20	4,788.20
3450 · Music Fund			
3452 · Children's Choir Fund	3,717.52	3,757.52	3,777.52
3456 · Music Other Fund	979.15	904.15	904.15
Total 3450 · Music Fund	4,696.67	4,661.67	4,681.67
3460 · Bookstore Fund	2,354.52	2,408.52	2,549.72
3465 · Denominational Affairs Fund	70.02	70.02	70.02
3470 · Facility Fund			
3478 · Grounds Fund	0.00	0.00	1,500.00
3472 · Emergency Fund	2,923.63	2,923.63	2,923.63
3474 · Green Sanctuary Fund	1,586.55	1,586.55	1,586.55
3476 · Recycling Program Fund	778.71	778.71	778.71
Total 3470 · Facility Fund	5,288.89	5,288.89	6,788.89
3480 · Flowers Fund	329.34	329.34	329.34
3490 · Technology Fund			
3492 · Internet Ministries Fund	2,797.67	2,797.67	2,797.67
3494 · Media Team Fund	2,233.62	1,866.65	1,916.65

First Unitarian Universalist Church of Austin

Balance Sheet

As of July 31, 2010

	<u>Apr 30, 10</u>	<u>May 31, 10</u>	<u>Jun 30, 10</u>
Total 3490 · Technology Fund	5,031.29	4,664.32	4,714.32
3505 · Meet & Eat Fund	811.58	723.09	547.10
3515 · Social Action Fund	1,751.23	1,644.15	1,516.75
3525 · Voyagers Fund	211.39	211.39	211.39
3530 · YARN Fund	208.24	208.24	208.24
3535 · Yew Grove Fund	147.53	147.53	155.17
3540 · Library Fund	505.38	505.38	505.38
3545 · Special Plate Fund	0.00	2,170.51	3,334.51
Total 3400 · Board Restricted Funds	<u>133,133.74</u>	<u>130,103.66</u>	<u>137,893.56</u>
Total 3100 · Restricted Funds	539,051.86	508,505.19	506,145.65
3900 · Unrestricted Net Assets	113,768.74	113,768.74	108,768.74
Net Income	<u>13,905.51</u>	<u>15,171.27</u>	<u>7,293.49</u>
Total Equity	<u>2,940,520.72</u>	<u>2,818,607.95</u>	<u>2,803,370.63</u>
TOTAL LIABILITIES & EQUITY	<u><u>2,943,413.03</u></u>	<u><u>2,822,273.92</u></u>	<u><u>2,805,043.68</u></u>

First Unitarian Universalist Church of Austin

Balance Sheet

As of July 31, 2010

	<u>Jul 31, 10</u>
ASSETS	
Current Assets	
Checking/Savings	
1000 · Cash & Investments	
1100 · Bank	
1140 · THCU CDs	30,033.87
1130 · THCU Money Market	78,338.43
1110 · THCU Checking	7,788.59
1120 · THCU Savings	29.23
Total 1100 · Bank	<u>116,190.12</u>
1200 · Schwab Accounts	
1210 · Permanent Endowment Account	105,837.21
1220 · Mixed Investment Account	350,114.46
1230 · Murr Music Account	36,869.19
Total 1200 · Schwab Accounts	<u>492,820.86</u>
1300 · Annuity 2014	<u>11,007.73</u>
Total 1000 · Cash & Investments	<u>620,018.71</u>
Total Checking/Savings	620,018.71
Accounts Receivable	
11000 · Accounts Receivable	0.00
Total Accounts Receivable	<u>0.00</u>
Total Current Assets	620,018.71
Fixed Assets	
1500 · Fixed Assets	
1510 · Building - at cost	672,232.75
1530 · Land - Travis CAD '09 Value	1,508,930.00
1540 · Furniture & Equipment	0.00
Total 1500 · Fixed Assets	<u>2,181,162.75</u>
Total Fixed Assets	<u>2,181,162.75</u>
TOTAL ASSETS	<u><u>2,801,181.46</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2000 · Liabilities	
2400 · Payroll Liabilities	5,449.19
2200 · Security Deposits	80.00
Total 2000 · Liabilities	<u>5,529.19</u>
Total Other Current Liabilities	<u>5,529.19</u>

First Unitarian Universalist Church of Austin

Balance Sheet

As of July 31, 2010

	<u>Jul 31, 10</u>
Total Current Liabilities	<u>5,529.19</u>
Total Liabilities	5,529.19
Equity	
3001 · Fixed Assets - Equity	2,181,162.75
3100 · Restricted Funds	
3200 · Cong. Restricted Funds	
3220 · Permanent Endowment Fund	107,337.21
3240 · Memorial Savings Fund	248,979.09
3260 · Murr Music Fund	<u>37,119.19</u>
Total 3200 · Cong. Restricted Funds	393,435.49
3400 · Board Restricted Funds	
3560 · Worship Services Fund	1,000.00
3555 · Forum Fund	1,000.00
3550 · Minister's Discretionary Fund	0.00
3406 · Bridge Builder Action Team Fund	8,510.95
3405 · Long Range Fund	41,282.73
3410 · Capital Campaign Fund	10,000.00
3415 · Paradox Players Fund	14,015.14
3420 · Religious Education Fund	
3422 · CampUU/Hogwarts Fund	10,595.59
3424 · Junior High Fund	3,304.66
3426 · Senior High Fund	4,811.12
3427 · Lecture Series Fund	368.43
3428 · Adult RE Fund	7,820.53
3429 · Children's RE Fund	991.37
3420 · Religious Education Fund - Other	<u>0.00</u>
Total 3420 · Religious Education Fund	27,891.70
3440 · Caring Fund	4,588.20
3450 · Music Fund	
3452 · Children's Choir Fund	3,777.52
3456 · Music Other Fund	<u>2,456.06</u>
Total 3450 · Music Fund	6,233.58
3460 · Bookstore Fund	2,602.47
3465 · Denominational Affairs Fund	70.02
3470 · Facility Fund	
3478 · Grounds Fund	850.00
3472 · Emergency Fund	2,923.63
3474 · Green Sanctuary Fund	1,586.55
3476 · Recycling Program Fund	<u>778.71</u>
Total 3470 · Facility Fund	6,138.89
3480 · Flowers Fund	329.34
3490 · Technology Fund	
3492 · Internet Ministries Fund	2,797.67
3494 · Media Team Fund	<u>1,916.65</u>

First Unitarian Universalist Church of Austin

Balance Sheet

As of July 31, 2010

	<u>Jul 31, 10</u>
Total 3490 · Technology Fund	4,714.32
3505 · Meet & Eat Fund	528.78
3515 · Social Action Fund	1,516.75
3525 · Voyagers Fund	211.39
3530 · YARN Fund	208.24
3535 · Yew Grove Fund	155.17
3540 · Library Fund	505.38
3545 · Special Plate Fund	0.00
Total 3400 · Board Restricted Funds	<u>131,503.05</u>
Total 3100 · Restricted Funds	524,938.54
3900 · Unrestricted Net Assets	109,235.92
Net Income	-19,684.94
Total Equity	<u>2,795,652.27</u>
TOTAL LIABILITIES & EQUITY	<u><u>2,801,181.46</u></u>

total assets	\$2,801,181.46
Liabilities	\$5,529.19
restricted funds	\$524,938.54
fixed assets	\$2,181,162.75
UNR Cash bal	\$89,550.98
Months Op?	1.77
2010 expense budget	\$607,406.00

DRE Religious Education Board Report July 2010

The following are examples of how our Religious Education programs for children, youth, and adults have carried out the mission and vision of our congregation in the month of July.

Vision Statement

As an inclusive religious and spiritual community, we support each individual's search for meaning and purpose and join together to help create a world filled with compassion and love.

Inclusiveness:

The children's Summer Social Action/Justice program continues to reach out to the entire church with our *Pennies for Peace* project. The project is mentioned in every weekly worship service, in the weekly announcements, and in the monthly newsletter.

Religious Education has been quite effective in procuring the books for Social Action to offer for the church-wide summer read-in, *Three Cups of Tea*. This book has been offered for donation at the Social Action table all summer. All the books offered have been picked up by congregants and visitors. We are hopeful that the church-wide potluck lunch, held after church on Sunday, August 22 will have high attendance and meaningful discussions of the book and our social action project will be held.

Building community:

See Inclusiveness

Teaching compassion and love: The summer curriculum is "Pennies for Peace" (PRP) seems to have accomplished the goals of educating our youth and our entire congregation on practicing compassion and love. Each of our youth has become a philanthropist and demonstrated compassion and love through their support of each other and this church program.

Mission Statement

- **Create and sustain a joyful, caring, involved church community.**

See Inclusiveness

The Adult RE class offerings have continued to have good attendance through the summer.

- **Promote intimacy, support and fellowship to foster the individual spiritual and emotional growth of our members.**

The RE Teachers continue to recognize and greet each parent and child. Parents and children are encouraged to participate in the expanded coffee hour each Sunday in Howson Hall. Teachers and volunteers have also expanded the hours of playground supervision, to allow parents and newcomers to experience the support and fellowship of this church.

The Summer curricula have been particularly effective in fostering the individual spiritual and emotional growth of congregants by exposing them to other cultures. The current cultures of Pakistan and Afghanistan do not seem to value individual spiritual growth. Therefore, making the opportunity of our own individual spiritual growth more meaningful has been one of the outcomes of the summer curricula.

- **Offer inspirational and challenging worship services**

The children's moment which occurs almost every Sunday offers inspiration during the worship service.

- **Provide ritual and ceremony for rites of passage**

- **Provide progressive religious education for all ages**

All ages are participating the Pennies for Peace program. Adult programming continues to offer progressive RE opportunities to the entire congregation.

- **Enrich our community through music, drama, and the arts**

The Spiritual Movie Night in July was Mohammed, Life of a Prophet and was well attended, both by church members and those of the wider community.

- **Empower and encourage members toward social and civic leadership.**

See DRE update on LEADD

- **Share our values and gifts with the larger community.**

The class offerings this month in the adult RE program continue to attract members of the wider community. Ongoing classes such as Yoga and Tai Chi, make it possible to share our values and talents with the larger community. The Third Friday Spiritual Movie night is attracting both church members and those in the larger community. Special thanks to Scott Butki who coordinates and advertises this event both in the church and in the community.

This year's Camp UU, again featuring the Hogwarts theme enriched not only our church community but the wider community as well. The Camp again was filled to capacity and provided a unique opportunity for community youth to learn the values of Unitarian Universalism, through the art and drama of the Harry Potter book series.

- **Strive to create a more diverse church community.**

There have been many visitors to RE this month, probably "church shopping" for Fall 2010. The visitors have been diverse in race, age, and ethnicity.

DRE Update

Our church is actively involved, along with Austin Area Interfaith Ministries in developing and offering the LEADD programming in late winter of 2011. First church has taken on the roles of identifying possible retreat locations, investigating costs for transportation and meeting with Denny Davidoff to finalize the Austin program. For more information on the LEADD project, please see below:

LEADD (Leadership Education Advancing Democracy and Diversity) is an innovative program for high school students developed by members of the Interfaith Alliance and a dedicated group of volunteers who have acted as founders, curriculum planners, teachers and workshop leaders since 2005. Students who attend LEADD become immersed in the history of the First Amendment, particularly its Establishment and Free Exercise Clauses. The First Amendment is the foundation of America's unique devotion to religious liberty and the hope in and vision for creating a truly pluralistic American society. Student learns about current policy, legislative and legal issues regarding religious freedom.

Helping us in the large undertaking is Whit Bodman, who serves on the Executive Committee of the Board of Texas Impact at Austin Presbyterian Seminary. Beverly Donoghue, a longtime community activist and member of our congregation is supporting RE (and the DRE) in the LEADD development effort.

Denny Davidoff is flying to Austin in September to meet with the main collaborations. RE is very excited to become a part of this extremely effective program director towards youth.

The Religious Education Committees of the church are in the process of identifying painting contractors to spruce up the Religious Education Wing. In fact, we hope to be able to report in August that much of the painting has been done, through the use of some of the reserve funds which have been relatively inactive in the last few years.

Contact Information

If you would like to know more about our Religious Education Programs or to discuss Religious Education in our church, please contact me (Lara Douglass, DRE) or any of the RE staff or committees. You may contact me at (512) 452-6168, ext. 305 or email, lara@austinuu.org.

We invite you to contact a committee member or attend a meeting of the Religious Education Committees.

Children's Program Committee: This committee meets on the last Sunday of each month, from 12:45 to 2. Vicky Bailey Miller is the Chair. Beth Cortez-Neavel is the Children's RE Assistant, beth@austinuu.org

Adult Religious Education Committee: Meets the second Thursday, in September, November, January, March and May in room 9 from 7pm to 9pm. Michael LeBurkien is the Chair. Scott Butki is the Adult RE Assistant. scott@austinuu.org.

Respectfully submitted by:

Lara Douglass

Lara Douglass

Director of Religious Education

First UU Church of Austin

August 6, 2010

II. Executive Limitations

The Executive shall not cause or allow any practice, activity, decision, or congregational circumstance that is inconsistent with our Unitarian Universalist principles or is unlawful, imprudent or in violation of professional ethics, or commonly-accepted business practices.

A. Treatment of Congregants (members, friends, and visitors)

With respect to interactions with congregants, the Executive shall not cause or allow conditions or practices that are unsafe or disrespectful.

B. Treatment of Staff

With respect to the treatment of paid and volunteer staff, the Executive shall not cause or allow conditions or practices that are unsafe, unclear, disrespectful or unprofessional.

C. Compensation and Benefits

The Executive shall not set employment terms, compensation, and benefits to employees, consultants, and contract workers without balancing principles of fair compensation with the financial means of the congregation.

D. Financial Planning and Budgeting

Financial planning shall not risk financial jeopardy nor deviate from the congregation's Bylaws, Ends policies, or the Long Range Plan.

Accordingly, the Executive shall not allow budgeting which:

- . Plans expenditures that exceed conservatively projected revenues for the budget period.
- . Omits key planning assumptions.
- . Assumes unrealistic projections of revenue, expenses, or cash flow.
- . Provides less for Board prerogatives during the year than is set forth in the Cost of Governance Policy.

E. Financial Condition and Activities

With respect to the congregation's actual, ongoing financial condition and activities, the Executive shall not cause or allow the development of financial jeopardy or deviation from priorities established in Ends policies or Long Range Plan.

Accordingly, the Executive shall not:

- . Indebt the congregation.
- . Spend or commit unbudgeted funds which represent more than one percent (1%) of the approved operating budget, excepting funds expended from Restricted Reserves in accordance with Article XII from the Bylaws.
- . Deviate materially from the defined purpose of any dedicated reserves unless authorized by the Board to do so.
- . Be untimely in the settlement of payroll and accounts payable.
- . Deviate materially from line item amounts established in the approved budget unless so authorized by the Board.
- . End the fiscal year with a deficit without prior approval by the Board.
- . Commit to expenses in a future fiscal year budget without approval from the Board.
- . Acquire, encumber or dispose of real property as this right is reserved solely for the congregation.
- . Be untimely in the pursuit of receivables.
- . Be unprepared for UUCA to receive undesignated, unexpected gift income in accordance with board-approved procedures related to gift income.

F. Asset Protection

The Executive shall not allow the congregation's assets and property to be unprotected, inadequately maintained, or unnecessarily risked. To this end, the Executive shall not:

- . Neglect to maintain appropriate policies for risk management, safety and security, including policies addressing the prevention of abuse of children and adults.
- . Neglect to maintain policies to protect and respect intellectual property, information and records, both paper and electronic.
- . Neglect to maintain a financial internal controls policy, including but not limited

to

- . segregation of duties
- . proper authorization
- . adequate documentation and records
- . or independent checks and audits.
- . Neglect to report to the Board at least annually on the status of the Asset Protection Policies.
- . Withhold a timely notification to the Board of material losses incurred.
- . Allow the congregation, in consideration of Georgia law, to be inadequately insured, against
 - . theft and casualty loss at less than replacement value congregational liability and personal liability of Board members and staff relating to congregational business
 - . congregational liability and personal liability of Board members and staff relating to congregational business.
- . Allow the building, grounds or equipment to suffer from improper wear and tear, insufficient maintenance, or environmental degradation, nor fail to provide for building security.
- . Invest congregational funds imprudently nor use uninsured accounts.
- . Endanger the congregation's public image or credibility.

G. Asset Utilization

The Executive shall not devote congregational assets to endeavors that fail to support Ends policies or are incongruent with Unitarian Universalist principles. this end, the Executive shall not:

- . Fail to consider, and to report to the Board on, investing and maintaining congregational funds in socially responsible ways.
- . Fail to develop and implement policies for building usage, by members, staff and by others, including fund-raising events, that are consistent with the congregation's Mission, and the Board's Ends policies, that give priority to use by members and staff, and that protect the integrity and cleanliness of the building and the surrounding area, including the creek.
- . Fail to develop and implement policies that permit the fullest practical use of the building by persons with disabilities.

- . Fail to develop and implement policies and procedures for reviewing, approving and reimbursing expenses incurred by members and staff on behalf of the congregation.
- . Permit use of congregational funds or accounts in any manner that endangers the congregation's tax-exempt, not-for-profit status under federal and state laws.

H. Grants and Contracts

The Executive may not enter into any grant or contract arrangement on behalf of the congregation that fail to realize the production of Ends or that involve unacceptable means.

Accordingly, the Executive shall not:

- . Fail to inform the Board with sufficient prior notice of any plan or decision to solicit or terminate a grant or contract that will have a significant impact on programs or that will be in effect for more than year.
- . Fail to adequately assess the qualifications and capacity of a grantor or contractor to fulfill their responsibilities as identified in a grant or contract.
- . Fail to administer a grant or contract in a business-like manner that will avoid the appearance of favoritism and/or nepotism.

I. Gift Acceptance

The Executive shall not be unprepared for UUCA to manage bequests and other non-pledge gift income.

Accordingly, the Executive shall not:

- . Be unprepared to receive, manage, and disburse gift income.
- . Accept or disburse gift income that is contrary to the congregation's Mission, Ends, and Unitarian Universalist Principles.
- . Spend gift income in excess of 2% of the current operating budget without prior Board approval.

J. Communication and Support to the Board

The Executive shall not cause or allow the Board to be uninformed or unsupported in its work.

K. Executive Absence

The Executive shall not allow a lack of continuity of proficient Executive leadership.

L. Executive Well-Being

The Executive shall not neglect his or her well-being and spiritual care.

FIRST UU OF AUSTIN LINKAGE/COMMUNICATION PLAN

Phase One (12-18 months): *Getting Started – Education, Congregation/Leadership Preparation, Planning*

Phase One Process Template		Status	Linkage/Communication Activities
<i>Linkage Work (Board Led)</i>	Products		
<p><i>Conduct holy conversations with congregation to inform values & mission</i></p> <p><i>Conduct strategic conversations</i></p> <p><i>Test linkage practices throughout to manage the transition</i></p>	<p>Board/Leadership retreat and training to explore governance systems</p> <p>Appointment of governance task force to guide the process</p> <p>Board articulates congregational VALUES</p> <p>Board articulates congregational MISSION</p> <p>Board selects system of governance that is aligned with Values & Mission</p> <p>Board crafts a Transition Plan that addresses:</p> <ul style="list-style-type: none"> o Tasks o Roles o Accountability o Education o Communication 	<p>Completed</p> <p>Completed</p> <p>Completed</p> <p>Completed</p> <p>Completed</p> <p>In Progress</p>	<p>Conducted Bridge to Our Future sessions.</p> <p>Provided information about PBG in newsletter.</p> <p>Placed information, including FAQ's about PBG on church website.</p> <p>Shared Mission, Values and Enc with congregation in worship service on July 18th.</p> <p><u>Led</u> congregational discussion c Mission and Values after watching Peter Morales DVD</p>

FIRST UU OF AUSTIN LINKAGE/COMMUNICATION PLAN

Phase Two (1+ year): *Making It Happen – Policies; Governance and Organizational Structures & Tools*
***Specifically for Policy-based Governance ***

Phase Two Process Template		Formal Linkage/Communication Plan	Informal Linkage Activities
<i>Linkage Work (Board Led)</i>	Products		
<p><i>Communicates ENDS and listens for feedback</i></p> <p><i>Continue strategic conversations about the transition</i></p> <p><i>Hone linkage practices</i></p>	<p>Board drafts ENDS policies that it can “live with for a year”</p> <p>Board drafts other three policy sets:</p> <ul style="list-style-type: none"> o Executive Limitations o Board-Exec. Relationship o Governance Process <p>Board establishes governance structures & tools:</p> <ul style="list-style-type: none"> o By-law changes o Monitoring schedule o Standing agenda 	<p>Host Brown Bag With the Board Quarterly on Sundays Time depends on worship time(s)</p> <p>FUUCafe Ends Conversations Wednesday Eat & Meet Monthly</p> <p>All-Council Training on PBG September</p> <p>Leadership Class on PBG Monthly on Wednesday nights</p> <p>Newsletter Article on PBG Quarterly</p> <p>Maintain PBG Information and FAQ’s on</p>	<p>Attend Sunday worship service Regularly</p> <p>Make Board announcements during the service Weekly</p> <p>Serve as worship service greete Monthly</p> <p>Participate in church activities Regularly</p>

		church website Ongoing	
<i>Linkage Work (Executive Led)</i>			
<i>Conversations about how to structure congregation's ministries to work within the governance system and achieve the ENDS</i>	Executive establishes organizational support structures: o Org. structure that supports the ENDS o Job descriptions		

FUUCA Settled Minister Search Committee
Status Report
8/5/2010

Below are summary statuses for milestone activities associated with identifying a settled ministerial candidate for presentation to the congregation in April or May 2011.

Prepare and Administer Congregational Survey

The congregational survey will be used to determine general characteristics of the congregation with regards to participation in church activities, outlook, preferences for ministerial temperaments, and congregational demographic information. We are in the process of modifying the representative survey provided by the UUA. We will be administering the survey in electronic form using an online service (Survey Monkey) and also providing hard-copy surveys as needed.

Prepare Congregational Record

The congregational record serves as notice on the UUA transitions web-site that our church is seeking a minister. It provides a high-level overview of our congregation and includes the expected salary range and draft ministerial agreement for prospective ministerial candidates.

We are expected to provide a draft congregational record to the Ministerial Settlement Representative (Kathleen Ellis) for review no later than 10/15/2010. Target date for posting the Congregational Records to the UUA transitions web-site is 10/31/2010.

We have begun to gather the information for the congregational record. The Ministerial Search Committee needs to receive the proposed compensation package and draft ministerial agreement from the Negotiating Team appointed by the Board of Trustees.

Negotiating Team

The Negotiating Team is appointed by the church Board of Trustees and is responsible for creating a proposed compensation package and draft ministerial agreement. The UUA Settlement Handbook recommends these documents be prepared before the end of September.

Board member Michael West has added discussion of the Negotiating Team to the agenda for the August Board of Trustees meeting.

Interview Key Stakeholders

The Settled Minister Search Committee expects to interview key stakeholders such as paid staff, lay-leaders, and other stake-holders for their input to the ministerial search process.

During the last week of July 2010, we started the process by interviewing the departing interim minister and church office staff. We will be interviewing members of former ministerial search committees on August 10.

FUUCA Settled Minister Search Committee
Status Report
8/5/2010

Prepare and Conduct Focus Groups Meetings

The Settled Minister Search Committee is expected to conduct focus group meetings with church community members around insightful questions in order to hear deeply the community desires and needs for a minister.

We have begun to formulate the focus group questions. We expect to host 4 focus groups during the month of September.

In addition, we will be interviewing students in the religious education classes on 9/19/2010.

Compose Church Packet

The church packet serves as a portfolio representing our church in documentary form – narrative, pictures, survey results, newsletter samples, demographic information, key document – which will be exchanged with prospective ministerial candidates between November 2010 and January 2011.

We have begun to sketch a basic outline for our church packet.

Communications

We have been announced and recognized at a church service on 7/11/2010.

We have begun hosting an information table in the gallery following each service since 7/25/2010.

We will be publishing an article in the newsletter in September.