

FUUCA Board of Trustees

Meeting date: **Tuesday, September 21, 2010** Started: **6:34 PM** Ended: **8:30 PM**

Location: FUUCA

Purpose/Notes: Regular scheduled meeting

Chaired by: Eric Stimmel

Minutes rec. by: Klondike Steadman

Attendance:

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

Regrets:

Absent:

Late:

Guests:

Sandra Ries (present), Corinna Whiteaker-Lewis (present)

Meeting Documents:

- 2010.09.16.Board Report.doc
- 9-10 DoM report to the BoT.doc
- August 2010 Attendance Report.xls
- August 2010 Financial Report Cover Sheet IX-10.doc
- Boardprocessandexcrelations.pdf
- DRE.August. 2010.doc
- ED report IX-10.doc
- execlimitationsexercise-1.pdf
- Financial report Aug 10-IX-10.xls
- Governance Task Force Report 09-10.pdf
- Linkage Plan Explanation.doc
- Minutes_8-17-2010.pdf
- mycommittee pros and cons.pdf
- Phase 2 Linkage Plan-1.doc

Meeting Minutes:

1. Committee business

1.1. Call to Order

Eric Stimmel

Status: Completed

1.2. Board Covenant

Ed Brock

Status: Completed

1.3. Adopt Consent Agenda & Approve Last Meeting's Minutes

Klondike Steadman

Motion Margaret

second Eric H

Adopted by All

The meeting agenda was amended to exclude Security of Church.
It was moved that we move Committee Vacancies up to the beginning of "new business".

The agenda was adopted as amended.

Status: Completed

1.4. Visitors Forum

Corinna Whiteaker-Lewis

Corinna Whiteaker-Lewis representing the Social Action Committee made a presentation to the board suggesting that the church regularly engage in a major Church-wide project, such as we did with Pennies for Peace, to unify the church around a transformative project.

The UU Journey with Food has already been proposed for the Spring leading up to Easter. This is a project supported by the UUA and therefore has a great deal of supporting materials.

She asked that leadership protect the time around the project from having other large scale projects going on at the same time.

Ed suggested that a church could be very successful using themes if they plan one theme per year, settling on them in May or June and implementing them during the year starting in September.

The board agreed to consider whether this is a board level or an executive level decision.

Status: Completed

2. Old business

2.1. PBG linkage plan

Susan Thomson

Susan presented the most current version of the Linkage Plan for Phase 2 of Policy Governance.

Formal Linkage events include: 1) Host FUUCAFE Conversations About Ends at Wednesday Eat & Meet 2) Expanded All-Council Training on PBG 3) Leadership Class on PBG 4) Newsletter Articles on PBG 5) Maintain PBG Information and FAQ's on church website 6) Greeter activities the second Sunday of each month.

Informal Linkage: 1) Host Brown Bag With the Board 2) Attend Sunday 3) Make Board announcements during the service and greet congregation after the service 4) Serve as worship service greeters 5) Participate in church activities.

Margaret Borden volunteered to monitor the board calendar to ensure that board members were signing up to be at events and following through.

Brendan suggested that we need to assign the linkage activities to individuals.

Resolution #:

Moved by: Kae McLaughlin

Seconded by: Eric Hepburn

Status: Carried

Vote: All

Documents:

- Linkage Plan Explanation.doc
 - Phase 2 Linkage Plan-1.doc
-

2.2. security of the church

Laura Wood

Klondike suggested that this was an executive level decision, not a policy level decision. Laura Wood agreed and the agenda item was taken off.

Status: Completed

3. New business

3.1. Committee Vacancies

Sandra Ries

The Nominating Committee made two recommendations to the board:

1) The nominating committee recommends that Pat Walters be appointed to replace Tyler Anderson on the Nominating Committee.

Chris J. Moved and Eric H. seconded and the motion was adopted by all.

2) Due to the unexpected resignation of David Kobierowski, the forum has proposed a three chair solution. After considering our covenants, the culture of our church and the future success of the forum, the nominating committee recommends that this three chair solution be adopted with the understanding that this is a temporary measure during this transition period. The three co-chair recommendations are: Cris Cunningham, Bonny Gardener and Leslie Currens.

It was suggested that we support their recommendation, but there was a concern that having 3 people to communicate with would create unclear lines of communication. Sandra replied that the committee considered this question and decided that a two chair solution would be a significant detriment to the forum's ability to focus on the mission of our church and that our church is flexible enough to work with non-standard arrangement during this critical transition time for the forum.

In a second vote Chris J. Moved and Eric H. seconded and the motion was adopted by all.

Resolution #:

Moved by: Chris Jimmerson

Seconded by: Eric Hepburn

Status: Carried

Vote: All

Documents:

- 2010.09.16.Board Report.doc

Comments:

On Thursday, September 23, 2010 5:17 PM Chris Jimmerson wrote:

Hi Klondike,

I think we held separate votes on numbers 1 and 2.

On Sunday, September 26, 2010 2:31 AM Klondike Steadman wrote:

That is true. I couldn't alter the agenda, but I will make a note of the two votes.

3.2. My Committee.com presentation

Klondike Steadman

Klondike will presented the pros and cons of using an online meeting management system and a couple specifics of how to use mycommittee.com.

Eric H suggested it be adopted in a trial period of 1 year.

Resolution #:

Moved by: Eric Hepburn

Seconded by: Chris Jimmerson

Status: Carried

Vote: All

Documents:

- mycommittee pros and cons.pdf

3.3. Preparation for Governance 101 September 26th meeting

Chris Jimmerson

This is a mostly a reminder about this important meeting and what we can do to prepare for it. This Sunday, Sept. 26th at 1:30-5.

The Task Force will make a brief presentation followed by a presentation from Joe Sullivan on Policy Governance. A more in depth conversation will take place with church leaders in the All Council Meeting following the general meeting.

The Governance Task Force asked that as many board members as possible be there to listen and sit one

or two to a table. Board members were asked to bring a snack.

Status: Completed

3.4. Break

Nell Newton

Nel brought some kick-ass pumpkin cake.

Status: Completed

3.5. Review Board Process and Executive Relationship Policies

Brendan Sterne

Brendan quickly reviewed the 30 page document about exec limitations. Pointed out that we will need to create these for ourselves at our "policy picnic". A very broad discussion of these policies took place. Board members were asked to read one document thoroughly and skim the other for comparison.

Documents:

- Boardprocessandexecrelations.pdf

Status: Completed

3.6. Executive Limitation Exercise

Chris Jimmerson

The board considered what it would do in the case of the situation described in the exercise.

We considered what we might do if the minister's interpretation was a reasonable interpretation of the limitations and ends. We therefore were faced with the choice of accepting that the matter be dropped or rewriting the policies. We also considered that if the matter were to be dropped that some sort of grievance process would be necessary to ensure that all parties felt heard without involving the board.

We considered that if we decided that the policy was not met, then we would suggest to the CEO that had a different interpretation, and request the minister's side of the story and what his/her interpretation was. We could then decide if further clarification was needed.

It was also suggested that a board member might accompany the aggrieved member to visit the minister so that more direct communication took place

Ed brought up that this is more an issue if this behavior is a pattern rather than a one time occurrence. A grievance procedure would allow the board to receive patterns not incidents. Ed also suggested the board could be pro-active in creating programs that build communication skills rather than simply reacting to situations as they occur. Ed followed that if the board sets itself up to hear grievances it will get bogged down very quickly.

Chris summarized that this exercise was abstract and there was no right or wrong answer, but the final analysis is that this would probably not be a board level issue under Policy Governance.

Documents:

- execlimitationexercise-1.pdf

Status: Completed

3.7. Settled Minister Search Committee Budget Request of \$2,500

Kae McLaughlin

\$2,500 budget request as per the budget submitted by the committee for the remainder of 2010 (an increase of \$1,500 over the current budget).

Brendan suggested that this request may potentially increase our violation of the FAMP, and that we should communicate this to the congregation in December. Chris answered that the board can have a variance of \$10,000 without violation and that we may not be in violation.

Resolution #:

Moved by: Chris Jimmerson

Seconded by: Eric Hepburn

Status: Carried

Vote: All

3.8. Executive Session regarding compensation

Eric Stimmel

Sean presented the employee costs portion of a "Fully-living our Mission" budget, which includes restoring benefits to all staff members and proposing the settled minister's salary at mid-point for Geo Group 2.

The Board entered Executive Session to determine fair compensation both for staff and the settled minister in 2011.

The meeting came out of Executive Session and approved the salary proposal as presented plus giving a 3% raise to senior staff positions Directors of RE, Music and Executive Director.

Kae noted that the approval of this budget was our goal, but that actual approval of the salaries and benefits would depend upon the results of the October 2010 canvass.

Resolution #:

Moved by: Margaret Borden

Seconded by: Chris Jimmerson

Status: Carried

Vote: All

4. Committee business

4.1. Process Evaluation

Eric Stimmel

Did not get to process Evaluation.

Status: Completed

4.2. Board-Executive Team Covenant Reading

Ed Brock

Status: Completed

Nominating Committee Report to the Board - Sept 2010

Submitted by Sandra Ries, Nominating Committee Chair

The 2010-2011 Nominating Committee held its first meeting at the end of June and has accomplished quite a bit in its first three months.

- Sandra Ries was voted to continue as chair of NomCom.
- According to FUUCA bylaws, the nominating committee is responsible for nominating committee chairs. Historically, the nominating committee has taken on the task of nominating subcommittee chairs as well. Unless it conflicts with the shift to policy governance, the nominating committee plans to focus its efforts on committee chairs rather than subcommittee chairs, beginning with the 2011-2012 nominating season.
- The nominating committee has developed a board member / committee chair replacement process in case of a midyear resignation.
- The nominating committee has followed our midyear replacement process to bring one nomination to the board. It is below.
- The nominating committee has laid out its goals for 2010-2011. They are below.
- The nominating committee continues to deliver Harvest the Power, the UUA leadership curriculum, one workshop per month. We are tapping the talent and expertise of our congregation to deliver these programs and thank our presenters for their contribution. Dates and presenters are lined up for the rest of 2010.

Other news on the nominating committee front

- Tyler Anderson resigned from the nominating committee due to family reasons.
- Amy McFadden resigned from the nominating committee due to time restraints.

Other resignations and replacements

- As he has already reported to the board, David Kobierowski has resigned from the Public Affairs Forum. Currently, Cris Cunningham is the sole official chair for the forum. David has made a recommendation for his replacement. The nominating committee won't make an official nomination recommendation until after we have spoken with Cris. Leslie Currens and Bonny Gardener are currently sharing David's responsibilities.
- Stephanie Gill has replaced Heather Palmer as coordinator of Yew Grove Pagan Interfaith. Since they are a church group and not a committee. My understanding is that the transition does not need board approval.

Actions requested of the board

- The nominating committee recommends that Pat Walters be appointed to replace Tyler Anderson.

Nominating Committee Goals for 2010-2011

- Research the role of nominating and leadership development within the framework of policy governance & make a recommendation to the board.
- Continue to deliver the UUA curriculum, Harvest the Power.
- Deliver HtP again, inviting all area UUs
- Develop and deliver a committee chair training to complement the training that was done at the July All Council.
- Advertise and follow the nomination process to ensure a capable leadership team for next year.
- Create a replicable leadership training system.
- Create a strategic plan for leadership development at FUUCA
- Identify and deliver a training specifically about how to take care of and recruit volunteers

Report to the Congregation – Director of Music
9/21/10

Adult Choir

The FUUCA Adult Choir is back in session and began the fall season with a handbell and percussion-accompanied version of *Meditation on Breathing*. We will be exploring various works from the UUA “Singing the Journey” hymnal during services this season. These selections will be augmented by other anthems and chamber choir offerings.

Children's Choirs

The FUUCA Children’s Choirs start back up September 12th, and the directors, parent coordinators and I have mapped out much of the music for the 2010-11 season. 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 folks for their incredible work).

Intergenerational Choir

The combined Adult and Children’s choirs will sing musical offerings on 10/3, 10/17 and 11/7. The Intergenerational Choir continues to generate excitement and community for our congregation.

Musical Guests

The Austin Chamber Music Center has renewed its partnership with FUUCA for another year as our musical Artists-in-Residence. ACMC’s main concerts will occur at the church, and faculty members will share music for services on select dates. FUUCA members will continue to have access to discount tickets for all ACMC events occurring at the church.

Respectfully submitted,
Brent Baldwin

August 2010 Attendance Report

August Monthly Totals				August Weekly Totals ALL			
CLASS		10:00	TOT	DATE		10:00	TOT
Nursery		68	68	1-Aug		45	45
PRE-K		37	37	8-Aug		48	48
K-2		61	61	15-Aug		45	45
3rd - 5th		39	39	22-Aug		40	40
Middle School		19	19	29-Aug		49	49
High School		3	3	Monthly TOT			227
YRUU		5	5				
TOT	0	232	232				

Breakdown by RE Class

Nursery		10:00	TOT	3-5 Grade		10:00	TOT
1-Aug		11	11	1-Aug		8	8
8-Aug		16	16	8-Aug		7	7
15-Aug		15	15	15-Aug		9	9
22-Aug		11	11	22-Aug		7	7
29-Aug		15	15	29-Aug		8	8

Pre-K		10:00	TOT	Middle School		10:00	TOT
1-Aug		8	8	1-Aug		5	5
8-Aug		8	8	8-Aug		4	4
15-Aug		5	5	15-Aug		7	7
22-Aug		6	6	22-Aug			
29-Aug		10	10	29-Aug		3	3

K-2		10:00	TOT	High School	10:00	YRUU	TOT
1-Aug		13	13	1-Aug		3	
8-Aug		10	10	8-Aug	3		3
15-Aug		9	9	15-Aug	0		0
22-Aug		16	16	22-Aug		2	
29-Aug		13	13	29-Aug	0		0

Governance Process

Global Governance Commitment

The Board of Trustees (the “Board”) of the First Unitarian Church of Dallas (the “Church”) will act on behalf of the Church’s membership to promote the accomplishment of the church’s mission and prevent unacceptable activities and conditions with the Church.

Governing Style

The Board will govern with an emphasis on (1) outward vision rather than internal preoccupation, (2) encouragement of diversity in viewpoints, (3) strategic leadership more than administrative detail, (4) clear distinction of Board and chief executive roles, (5) collective rather than individual decisions, (6) future rather than past or present, and (7) proactivity rather than reactivity.

Accordingly:

- 1) The Board will cultivate a sense of group responsibility. The Board, not the staff, will be responsible for excellence in governing. The Board will be the initiator of policy, not merely a reactor to staff initiatives. The Board will use the expertise of 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.
- 2) The Board will direct, control, and inspire the organization through the careful establishment of broad written policies reflecting the Board's values and perspectives about ends to be achieved and means to be avoided. The Board's major policy focus will be on the intended long-term effects outside the organization, not on the administrative or programmatic means of attaining those effects.
- 3) The Board will enforce upon itself whatever discipline is needed to govern with excellence. Discipline will apply to matters such as attendance, preparation, policy-making principles, respect of roles, and ensuring continuance of governance capability. Continual Board development will include orientation of new Board members in the Board's governance process and periodic Board discussion of process improvement.
- 4) The Board will monitor and discuss the Board's process and performance at each meeting. Self-monitoring will include comparison of Board activity and discipline to policies in the Governance Process and Board-CEO Linkage categories.

Board Job Description

The job of the Board is to represent the First Unitarian Church of Dallas in determining and demanding appropriate organization performance.

Accordingly:

- 1) The Board is the link between the church administration (CEO and staff) and the membership.
- 2) The Board will produce written governing policies that, at the broadest levels, address each category of organizational decision.
 - a. Ends: Organizational products, effects, benefits, outcomes, recipients, and their relative worth (what good for which recipients at what cost).
 - b. Executive Limitations: Constraints on executive authority that establish the prudence and ethics boundaries within which all executive activity and decisions must take place.
 - c. Governance Process: Specification of how the Board conceives, carries out, and monitors its own task.
 - d. Board-CEO Linkage: How power is delegated and its proper use monitored; the CEO role, authority, and accountability.
- 3) The Board will assure CEO performance against policies in 2(a) and 2(b).

Agenda Planning

- 1) Annual Retreat/Establishing Priorities. The Board shall act as a group in establishing the priorities for each Board year. The priorities for each year shall be determined at an annual retreat to be held in January of each year. Prior to the annual retreat, the incoming President shall consult with the out-going President and, if necessary, other Board members regarding outstanding priorities and other business of the Board that should carry over to the next year. The President may also visit with Board members, other elected groups of the Church, the Church's called Ministers, the staff of the Church (through the CEO) and Members of the Congregation as he or she see fit to determine what issues might need to be addressed by the Board in the upcoming year. The President shall direct the planning of the annual retreat, including proposing areas for discussion and consideration by the Board; in planning the retreat, the President shall call upon other members of the Board for assistance.
- 2) Setting the Agenda for Meetings. The agenda for all Board meetings should reflect the priorities established by the Board, along with other business being presented to the Board. As such, the Executive Committee shall meet between Board meetings in order to, in part, identify agenda items. The President then shall, consistent with the Board's agreed upon priorities and agreed upon agenda items, facilitate setting the agenda for each meeting to be held, and shall publish the proposed agenda in advance of each such meeting for Board review and comment.
- 3) Clerk duties. The Clerk shall maintain a record of (a) the priorities determined by the Board at the annual retreat, (b) the agenda for each meeting, and (c) the work of the Board recorded as minutes for each meeting.

Chairperson's Role

As per the by-laws, the President of the congregation serves as the Chairperson of the Board. The Chairperson assures the integrity of the Board's process and, secondarily, occasionally represents the Board to outside parties.

Accordingly:

- 1) The job result of the Chairperson is that the Board behaves consistently with its own rules and those legitimately imposed upon it from outside the organization.
 - a. Meeting discussion content will be only those issues which, according to Board policy, clearly belong to the Board to decide, not the CEO.
 - b. Deliberation will be fair, open, and thorough but also timely, orderly, and kept to the point.
- 2) The authority of the Chairperson consists in making decisions that fall within topics covered by Board policies on Governance Process and Board-CEO Linkage, except where the Board specifically delegates portions of this authority to others. The Chairperson is authorized to use any reasonable interpretation of the provisions in these policies.
 - a. The Chairperson is empowered to chair Board meetings, with all the commonly accepted power of that position (for example, ruling, recognizing).
 - b. The Chairperson has no authority to make decisions about policies created by the Board within Ends and Executive Limitations policy areas. Therefore, the Chairperson has no authority to supervise or direct the CEO.
 - c. The Chairperson may represent the Board to outside parties in announcing Board-stated positions and in stating chair decisions and interpretations within the area delegated to her or him.
 - d. The Chairperson may delegate this authority but remains accountable for its use.

Board Members' Code of Conduct

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

Accordingly:

- 1) Members must represent unconflicted loyalty to the interests of the membership. This accountability supersedes any conflicting loyalty such as that to advocacy or interest groups and membership on other Boards or staffs. It also supersedes the personal interest of any Board member acting as a consumer of the church's services.
- 2) Members must avoid conflict of interest with respect to their fiduciary responsibility.
 - a. There must be no self-dealing or any conduct of private business or personal services between any Board member and the church administration (CEO and staff) except procedurally controlled to assure openness, competitive opportunity, and equal access to inside information.

- b. When the Board is to decide upon an issue about which a 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 by leaving the meeting.
 - c. Board members must not use their positions to obtain church employment for themselves, family members, or close associates. Should a member desire employment, he or she must first resign from the Board.
 - d. Members will annually disclose their involvements with other organizations, with vendors, or any other associations that might produce a conflict.
- 3) Board members may not attempt to exercise individual authority over the organization except as explicitly set forth in Board policies.
- a. Members' interaction with the CEO or with staff must recognize the lack of authority vested in individuals except when explicitly Board-authorized.
 - (b) 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.
 - b. Members will give no consequence or voice to individual judgments of CEO or staff performance.
- 4) Members will respect the confidentiality appropriate to issues of a sensitive nature.

Board Committee Principles

Board committees, when used, will be assigned so as to reinforce the wholeness of the Board's job and so as never to interfere with delegation from Board to CEO.

Accordingly:

- 1) Board committees are to help the Board do its job, never to help or advise the staff. Committees ordinarily will assist the Board by preparing policy alternatives and implications for Board deliberation. In keeping with the Board's broader focus, Board committees will normally not have dealings with current staff operations.
- 2) Board committees may not speak or act for the Board except when formally given such authority by Board action or controlling documents of the church for specific and time-limited purposes. Expectations and authority will be carefully stated in order not to conflict with authority delegated to the CEO.
- 3) Board committees cannot exercise authority over staff. Because the CEO works for the full Board, he or she will not be required to obtain approval of a Board committee before an executive action.
- 4) Board committees are to avoid over-identification with organizational parts rather than the whole. Therefore a Board committee that has helped the Board create policy on some topic will not be used to monitor organizational performance on that same topic.
- 5) Committees will be used sparingly and ordinarily in an ad hoc capacity.
- 6) This policy applies to any group that is formed by Board action, whether or not it is called a committee and regardless whether the group includes Board members. It does not apply to committees formed under the authority of the CEO.

Nominating Committee

The Board shall appoint its allocated member to the nominating committee not later than the end of February. The President shall convene the committee's organizational meeting not later than the end of March. The individual whom the committee selects to be its chair for the year pursuant to the by-laws shall report monthly to the Board on the status and progress of the committee's work.

UUA Delegate Selection

As per the by-laws, the Board sets procedures on selecting and instructing delegates voting in Unitarian Universalist Association elections or attending Unitarian Universalist Association gatherings as representative of the Church.

Accordingly:

- 1) Any Church Member actively holding or running as a candidate for a Unitarian Universalist Association elected office shall recuse themselves from any and all Board discussions, and voting if applicable, regarding the selection and instruction of delegates.
- 2) Officers and Trustees of the Board shall indicate no later than 60 days in advance of any Unitarian Universalist Association election or gathering their interest in being a delegate, and will be allotted delegate slots if interested. If the number of slots is less than the number indicating interest, slots shall be filled by Board tenure (those with the longest tenure of service shall have priority).
- 3) The Board will solicit remaining delegate nominations from the congregation no later than 45 days in advance of any Unitarian Universalist Association election. The solicitation must be in writing.
- 4) Nominees may be presented by a Lay Group, or any Church Member including self-nomination. Prior consent of those nominated shall be obtained.
- 5) The Board shall select the remaining delegates. Delegates selected will be Church Members in good standing.
- 6) Delegates are required to follow the policies and procedures of the Unitarian Universalist Association as they are applicable to voting.
- 7) The Board will provide delegates with clear written instructions regarding voting position, as required.
- 8) The President of the Board of Trustees will have the sole authority to appoint a delegation Chairperson or lead delegate if applicable.

Strategic Planning

The Board will actively support the work of the Strategic Planning Committee by informing itself regularly about the Committee's activities and participating in all phases of the process: data gathering, discernment, and development of the mission, vision, objectives, goals, and recommendations. The CEO will inform the Board of the progress of the Committee at periodic

intervals. The Board must receive and approve the Strategic Plan submitted by the CEO before its implemented.

Board Communications

Communications from Board leadership to Board members and among Board members will be clear and expedient. Care will be taken to ensure that Board members are not excluded or disadvantaged by internal communications policies.

Accordingly,

- 1) Email communications:
 - a. The Board will take appropriate action to facilitate easy distribution of information via email to all Board members.
 - b. Board members will strive to check their personal email not less than every two days for announcements and other Board business.
 - c. If Board business requiring action before Monday arises over a weekend, the Chairperson will contact Board members by email, requesting a response. The Chairperson will be responsible for contacting by phone any Board members who have not responded to the email by the required time.
- 2) Document Management
The Board will maintain appropriate standards for documents that include the incorporation of a version number, version date/time, and/or other control feature(s) that clearly identify the version or the date the document was last modified. Furthermore, the Clerk will provide the CEO (or his/her designee) with copies of all relevant board documents for incorporation into the church filing systems.

The Board shall engage in periodic communication with the congregation and will be resource conscious in such efforts. Board meeting minutes shall be made available once approved.

Cost of Governance

The Board will consciously invest in its ability to govern competently and wisely.

Accordingly,

- 1) Training and retraining will take place at least annually to orient new members and to maintain and increase existing member skills and understandings.
- 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) Governance costs will be prudently budgeted and incurred, though not at the expense of endangering the development and maintenance of superior capability.

Endowment and Memorial Gift Fund Management

EMGF Committee

Article XIII of the Church By-Laws requires an EMGF Committee as a standing committee of the Board of Trustees.

- 1) Duties of EMGF Committee. The EMGF Committee shall:
 - a. designate a Board liaison,
 - b. hold regular meetings, at least quarterly,
 - c. keep written records of all meetings,
 - d. report to the Board at least quarterly,
 - e. maintain accurate records of the status of invested funds, and
 - f. coordinate the appropriate spending of available EMGF funds with the CEO, to whom the Board has delegated spending authority.

- 2) Powers of EMGF Committee. Subject to such limitations as are imposed in connection herewith, the EMGF Committee shall have the following powers:
 - a. Invest. To hold, manage, invest, sell, reinvest, lease, care for and protect the assets of the Fund and collect for the Fund the income therefrom. In performing these functions the EMGF Committee shall exercise the judgment and care under the circumstances then prevailing which persons of prudence, discretion and intelligence exercise in the management of their own affairs.
 - b. Retain. To acquire and retain every kind of property; real, personal or mixed and every kind of investment specifically including, but not limited to, bonds, debentures and other corporate obligations, preferred or common stocks, government bonds, notes or bills, certificates of deposit, savings accounts, share accounts, mutual funds, the General Investment Fund of the Unitarian Universalist Association and other investments which persons of prudence and intelligence acquire or retain for their own account.
 - c. Sell and Convey. To sell at public or private sale and convey any or all of the Fund assets and any reinvestments thereof from time to time for such price and upon such terms as they think fit.
 - d. Vote Proxies. To vote, either in person or by general or limited proxy, or refrain from voting, any corporate securities for any purpose. To exercise or sell any subscription rights, and to avail themselves of any options or benefits under any life insurance policies.
 - e. Settle Claims. To settle, compromise, contest, prosecute or abandon claims in favor or against the Fund as they may deem advisable. For such purposes, the EMGF Committee may execute and deliver all proper and necessary instruments and may give full receipts and discharges.
 - f. Establish Accounts. To establish, for the Fund, one or more bank or broker accounts as in their opinion are necessary or desirable to carry out their functions provided, however, that in establishing such accounts it shall be made a condition

- g. Texas Trust Act. To exercise from time to time all rights, powers, discretion and authorities given Trustees under the terms of the Texas Trust Act as the same now exists and as said act may hereafter be amended.

Types of Gifts

- 1) Unrestricted Gifts. The Board, EMGF Committee, and Church staff will encourage giving and accept gifts to add to the unrestricted fund of the EMGF, as called for in the By-Laws.
- 2) Restricted Gifts. The Board, EMGF Committee, and Church staff will encourage giving and accept restricted gifts, including memorial gifts, subject to the then current gift acceptance policies. Restricted gifts will not be required to be true endowments, in that they may be designated by the donor to be expended in their entirety, principal included, over a specified period of time.
- 3) Requirement of Professional Investment Advice. The EMGF Committee shall engage professional investment advisers to assist in the management of the Fund's assets in a prudent manner.
- 4) Disbursements. The EMGF Committee shall make disbursements from the Fund from time to time in accordance with
 - a. the directives and restrictions in this section,
 - b. any and all directives and restrictions in the Church By-Laws, and
 - c. any and all directives and restrictions resulting from the enactment of Board policy.These disbursements shall be made in coordination with the CEO, to whom the Board has delegated authority and responsibility for utilizing the spendable proceeds of the Fund.
- 5) Loans. Loans not authorized in the Church By-Laws must be approved by a two-thirds majority vote of those Church members eligible to vote and present at a regular or special meeting of the Congregation, provided that at least twenty (20) days notice has been given to the congregation that such a vote is to be taken. Such loans may only be for capital equipment or capital improvements. The rate of interest on such loans shall be negotiable.

Board-CEO Linkage

Global Board-CEO Linkage

The Board will link governance and management functions through the Chief Executive Office.

Unity of Control

Only decisions of the Board acting as a body are binding on the CEO.

Accordingly:

- 1) Decisions or instructions of individual Board members, officers, or committees are not binding on the CEO except in rare instances when the Board has specifically authorized such exercise of authority.
- 2) In the case of Board members or committees requesting information or assistance without Board authorization, the CEO can refuse such requests that require, in the CEO's opinion, a material amount of staff time or funds, or are disruptive.

Accountability of the CEO

The CEO is the Board's only link to operational achievement and conduct, so that all authority and accountability of staff, as far as the Board is concerned, is considered the authority and accountability of the CEO.

Accordingly:

- 1) The Board will never give instructions to persons who report directly or indirectly to the CEO.
- 2) The Board will refrain from evaluating, either formally or informally, any staff other than the CEO.
- 3) The Board will view CEO performance as identical to organizational performance, so that organizational accomplishment of Board-stated Ends and avoidance of Board-prohibited means will be viewed as successful CEO performance.

Delegation to the CEO

The Board will delegate authority to the CEO through written policies that prescribe the organizational Ends to be achieved and describe organizational situations and actions to be avoided, allowing the CEO to use any reasonable interpretation of these policies.

Accordingly:

- 1) The Board will develop policies instructing the CEO to achieve certain results, for certain recipients, at a specified cost. These policies will be developed systematically from the broadest, most general level to more defined levels, and will be called Ends policies.
- 2) The Board will develop policies that limit the latitude the CEO may exercise in choosing the organizational means. These policies will be developed systematically from the broadest, most general level to more defined levels, and they will be called Executive Limitations policies.
- 3) As long as the CEO uses any reasonable interpretation of the Board's Ends and Executive Limitations policies, the CEO is authorized to establish any further policies, make any decisions, take any actions, establish any practices, and develop any activities.
- 4) The Board may change its Ends and Executive Limitations policies, thereby shifting the boundary between Board and CEO domains. By doing so, the Board changes the latitude of choice given to the CEO. But as long as any particular delegation to the CEO is in place, the Board will respect and support the CEO's choices.

Monitoring CEO Performance

The annual administrative review of the Senior Minister will occur prior to the beginning of the Senior Minister's annual planning process. For the review, the Senior Minister will provide to the Board a written report on the Church's accomplishment of the Board-stated Ends and any exceptions that have occurred regarding the Board-stated limitations. The report on accomplishments of the Ends will be a summary of monthly reports provided to the Board during the previous year. If no exceptions to limitations have occurred, the Senior Minister will indicate in writing that the limitations have been reviewed and no exceptions have occurred during the past planning year.

Systematic and rigorous of CEO job performance will be solely against the only expected CEO job outputs: organizational accomplishment of Board policies on Ends and organizational operation within the boundaries established on Executive Limitations.

Accordingly:

- 1) Monitoring is simply to determine the degree to which Board policies are being met. No other data will be considered monitoring data.
- 2) The Board will acquire monitoring data by one or more of three methods:
 - a. by internal report, in which the CEO discloses compliance information to the Board,
 - b. by external report, in which an external, disinterested third party selected by the Board assesses compliance with Board policies, and
 - c. by direct Board inspection, in which a designated member or members of the Board assess compliance with the appropriate policy criteria.

- 3) In every case, the standard for compliance shall be any reasonable CEO interpretation of the Board policy being monitored.
- 4) All policies that instruct the CEO will be monitored at a frequency and by a method chosen by the Board. The Board can monitor any policy at any time by any method, but will ordinarily depend on a routine schedule.

(The schedule is to be completed once Ends and Executive Limitations have been established. The following sample format is suggested.)

Policy	Method	Frequency
Treatment of consumers	Internal	Annually
Treatment of staff	Internal	Annually
Financial planning and budgeting	Internal	Quarterly
Financial condition and activities	Internal	Quarterly
	External	Annually
Emergency CEO succession	Internal	Annually
Compensation and benefits	Internal	Annually
	External	Biannually
Communication and support	Direct inspection	Annually

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

III: Governance Process

Policy A: Governing Style

The board will approach its task with a style that emphasizes strategic leadership rather than administrative detail, clear distinction of board and staff roles, future rather than past or present, and pro-activity rather than reactivity. In this spirit, the board will:

1. Focus chiefly on intended long-term impacts or ends, not on the administrative or programmatic means of attaining those effects.
2. Direct, control, and inspire the organization through the careful establishment of the broadest organizational values and perspectives (policies). Policies will address:
 - a. Ends: What benefits for which needs at what cost
 - b. Executive Team Limitations: Boundaries of prudence and ethics to be observed by the executive team
 - c. Governance Process: Board roles and responsibilities
 - d. Board/Executive Team Relationship: Linkage between the board and the executive team.
3. Enforce upon itself whatever discipline is needed to govern with excellence.
 - a. Discipline will apply to policy-making principles, respect for defined roles, and attendance.
 - b. After subjects have been discussed and voted upon, both majority and minority will support the action taken and speak with one voice.
4. Be accountable to the congregation and other stakeholders for competent, conscientious, and effective accomplishment of its obligations as a body. It will allow no officer, individual, or committee of the board to usurp this role or hinder this discipline.
5. Monitor and regularly discuss the board's own process and performance.
6. Ensure the continuity of board improvements through systematic treatment of its own institutional memory.
7. Be an initiator of policy, not merely a reactor to staff initiatives. The board, not the staff, will be responsible for board performance.

Amended May 28, 2003

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

III: Governance Process

Policy B: Board Job Contributions

The job of the board is to make certain contributions that lead the congregation toward the desired performance and assure that it occurs. The board's specific contributions are unique to its trusteeship role and necessary for proper governance and management. Consequently, the job of the board shall be to:

1. Link between Unity Church-Unitarian and its stakeholders.
2. Write governing policies that, at the broadest levels, address:
 - a. Ends: Organizational products, impacts, benefits, outcomes (what good for whom at what cost).
 - b. Executive Team Limitations: Constraints on executive authority that establish the prudence and ethics boundaries within which lies the acceptable arena of executive activity, decisions, and organizational circumstances.
 - c. Governance Process: Specification of how the board conceives, carries out, and monitors its own task.
 - d. Board-Executive Team Relationship: How power is delegated and its proper use monitored.
3. Assure executive team performance (as individual members and as a team) through monitoring and evaluation in accord with policies 2.a., 2.b., and 2.d. above.

Amended May 28, 2003

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

III: Governance Process

Policy C: Officers' Roles

1. The job of the chair is to assure the integrity of the board's process. The chair is the only person authorized to speak for the board.
 - a. The job output of the chair is that the board behaves consistently with its own rules and those legitimately imposed upon it from outside the organization.
 - i. Meeting discussion content will be only those issues that, according to board policy, clearly belong to the board to decide, not the executive team.
 - ii. Deliberation will be timely, fair, orderly, and thorough, but also efficient, limited to time, and to the point.
 - iii. Roberts' Rules are observed except where the board has suspended them.
 - b. The authority of the chair consists of making any decision on behalf of the board that falls within or is consistent with board policies on governance process and the board-executive team relationship.
 - i. The chair is empowered to chair board meetings with all the commonly accepted powers of that position (e.g., ruling, recognizing).
 - ii. The chair's authority does not extend to making decisions within Ends and Executive Team Limitations policy areas.
 - iii. The chair's authority does not extend to supervising, interpreting board policies to, or otherwise directing the executive team. Nothing in this policy is intended to interfere with mutual interaction about individual understandings of policies. (See also IV.A.5.)
2. The job of the secretary is to assure the integrity of the board's record. The secretary is responsible for ensuring the:
 - a. Recording and distribution of accurate minutes of board meetings.
 - b. Maintenance of the master copy of the current policies by recording amendments, distributing current policies to board members and the Executive Team, and making the current policies accessible to board and Executive Team members.
 - c. Public announcement of the annual meeting and other duties as assigned by the corporate bylaws.

Amended July 27, 2005

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

III: Governance Process

Policy D: Board Members' Code of Conduct

The board expects of itself and its members ethical and businesslike conduct. This commitment includes proper use of authority and appropriate decorum in group and individual behavior when acting as board members.

1. Trustees must represent unconflicted loyalty to the interests of the ownership. The accountability supersedes any conflicting loyalty such as that to advocacy or interest groups and membership on other boards or staffs. This accountability supersedes the personal interest of any trustee acting as an individual church member.
2. Trustees must avoid any conflict of interest with respect to their fiduciary responsibility. Taking into consideration individual circumstances involving a contract or transaction, the board may waive the conflict of interest if: (1) full disclosure is made to the board of the specific terms of the contract or transaction by the interested board member; (2) the board determines that the contract or transaction is fair, reasonable and in the best interest of Unity Church; and (3) the board agrees to waive the conflict by a majority vote of board members present at a meeting of the board (not counting the interested director). The interested board member may be present during the board's discussion of the conflict to answer questions raised by any board member, but may not be present during the board's vote. The minutes of the board meeting shall clearly reflect that the requirements above have been met.
 - a. There must be no self-dealing or any conduct of private business or personal services between any director and the organization except as procedurally controlled to assure openness, competitive opportunity, and equal access to "inside" information.
 - b. Trustees must not use their positions to obtain for themselves, family members, or close associates employment within the organization.
 - c. Should a trustee be considered for employment by the organization, the trustee must temporarily withdraw from board deliberation, voting, and access to applicable board information.
 - d. Should a trustee be employed by the organization or act as a paid consultant, the trustee must resign from board service.

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

3. Written policies, adopted by majority vote of the board, in the four areas of governance, shall exercise authority over the organization. Individual trustees may not attempt to exercise authority over the organization. The board will speak with one voice through its adopted policies.
 - a. Trustees' interaction with executive team members or staff must recognize the lack of authority in any individual trustee or subgroup (committee, task force, ministry team) of trustees.
 - b. Trustees' interaction with the public, press, or other entities must recognize the same limitation and the similar inability of any trustee except the chair (Policy III.C.1.) to speak for the board.
 - c. Trustees will make no judgments of the executive team or staff performance except as that performance is assessed against explicit board policies by a formal evaluation process.
 - d. Trustees are encouraged to continually self-monitor their individual performance as trustees against policies, against the qualifications listed in the current trustee position description, and against any other current board evaluation tools.

Amended March 22, 2006

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

III: Governance Process

Policy E: Committee Principles

The board may establish committees to help carry out its responsibilities. Committees will be used sparingly to preserve the board functioning as a whole when other methods have been deemed inadequate. Committees will be used so as to minimally interfere with the wholeness of the board's job, and so as never to interfere with delegation from board to executive team.

1. Board committees may not speak or act for the board except when formally given such authority for specific and time-limited purposes. Such authority will be carefully stated in order not to conflict with authority delegated to the executive team.
2. Board committees are to help the board do its job, not to help the staff do its job. Committees will assist the board chiefly by preparing policy alternatives and implications for board deliberation. Board committees are not to be created by the board to advise staff.
3. Board committees cannot exercise authority over staff and in keeping with the board's focus on the future, board committees will not ordinarily have direct dealings with current staff operations. Further, the board will not impede its direct delegation to the executive team by requiring approval of a board committee before an executive team member action. The executive team works for the board, never for a board committee or officer.
4. This policy applies only to committees that are formed by board action, whether or not the committees include non-board members. It does not apply to committees formed under the authority of the executive team members.

Amended May 28, 2003

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

III: Governance Process

Policy F: Complaint Procedure

A Board member receives a complaint.

- If the Board member is confident that the incident is not a violation of current Board policy and/or no new policy is required to cover the incident in the future, the matter is dropped. The Board member follows up w/ person who brought the complaint within 20 working days and informs the ET about the nature of the incident. If person bringing complaint not satisfied they are informed they can submit claim in writing to Board Chair.
- If on the other hand, the Board member is not confident about the incident and how it relates to Board policy the Board member asks the person to put the incident/complaint in writing. If a written document is received the matter is brought to the Board GRIEVANCE TEAM* (GT) within 20 working days after receipt of the written document.

If the matter comes to the GRIEVANCE TEAM, the GT decides whether full Board action is required.

- If the GT decides full board action is required and that the matter is urgent, the Board Chair (a member of the GT) calls a special meeting of the Board within 20 working days and the ET is informed.
- If the GT decides full board action is required but that the matter is not urgent, the Board Chair (a member of the GT) places item on the next meeting agenda; the Board chair informs the ET about the incident.
- If the GT decides full board action is not required the matter is dropped. Board member receiving complaint (a member of the GT) follows up with person who brought complaint within 20 working days. Board Chair informs ET of incident.

If the matter comes before the full Board, the Board determines if there is applicable policy.

- If there is applicable policy the Board reviews this policy and asks the ET for their interpretation of this policy.
 - If in the Board's opinion the ET's interpretation does not fall outside "any reasonable interpretation" of applicable Board policy the matter is dropped. Board follows up with member who brought the complaint within 20 working days of Board action. Grievance Resolution Report** filed.

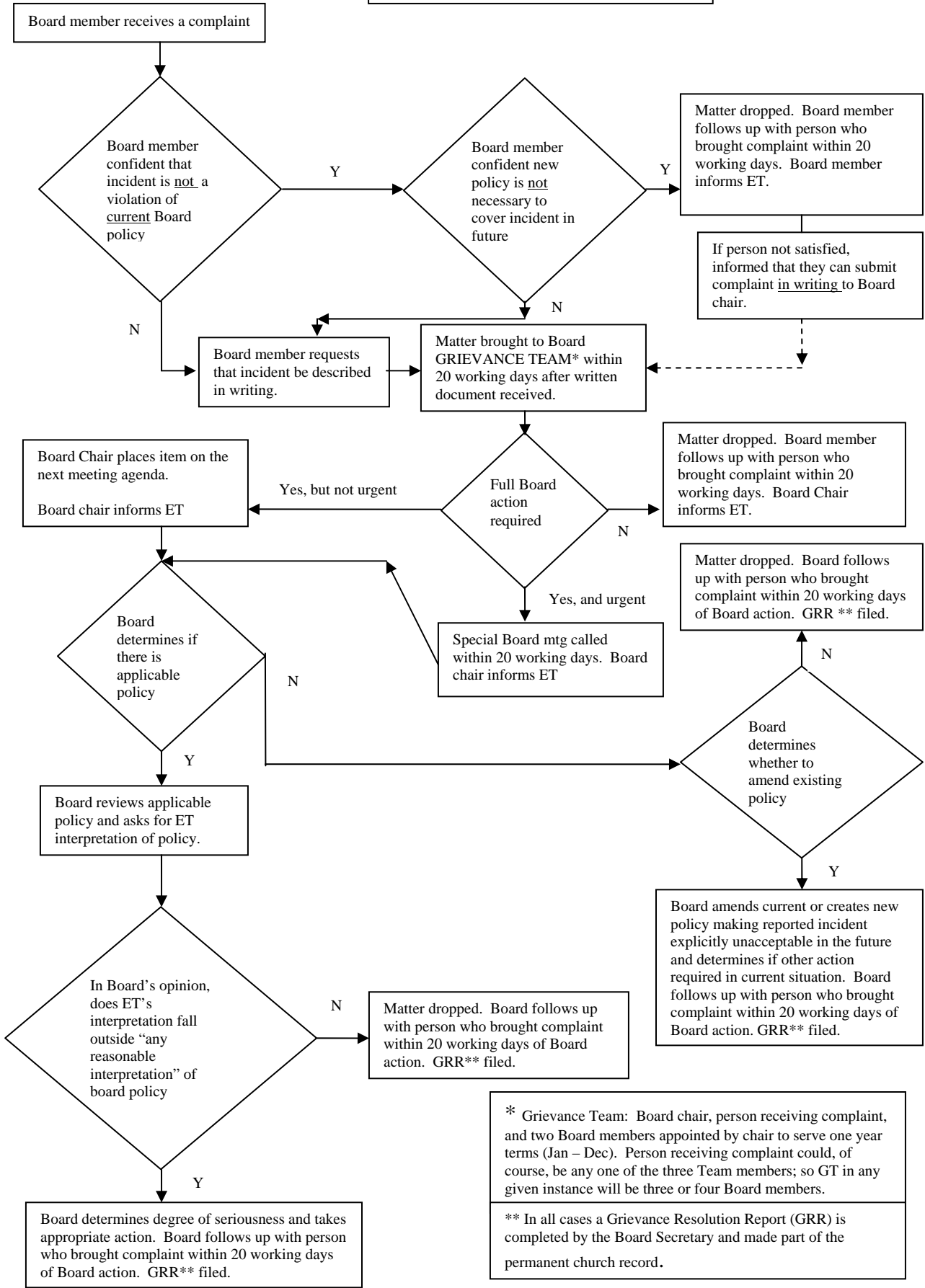
UNITY CHURCH-UNITARIAN GOVERNING POLICIES

- If in the Board’s opinion the ET’s interpretation does fall outside “any reasonable interpretation” of policy, the Board determines the degree of seriousness and takes appropriate action. Board follows up with member who brought the complaint within 20 working days of Board action. Grievance Resolution Report** filed.
- If the Board determines that there is not applicable Board policy applicable to address the incident, the Board decides whether to amend existing policy.
 - Amending existing policy would require making the reported incident explicitly unacceptable in the future. There would also be a determination made if other action is required around the current incident. Board follows up with member who brought the complaint within 20 working days of Board action. Grievance Resolution Report** filed.
 - If the Board decides not to amend existing policy the matter is dropped. Board follows up with member who brought the complaint within 20 working days of Board action. Grievance Resolution Report** filed.

* Grievance Team: Board chair, person receiving complaint, and two Board members appointed by chair to serve one year terms (Jan – Dec). Person receiving complaint could, of course, be any one of the three Team members; so GT in any given instance will be three or four Board members.

** In all cases a Grievance Resolution Report (GRR) is completed by the Board Secretary and made part of the permanent church record.

III: Governance Process Policy F: Complaint Procedure



* Grievance Team: Board chair, person receiving complaint, and two Board members appointed by chair to serve one year terms (Jan – Dec). Person receiving complaint could, of course, be any one of the three Team members; so GT in any given instance will be three or four Board members.

** In all cases a Grievance Resolution Report (GRR) is completed by the Board Secretary and made part of the permanent church record.

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

IV: Board-Executive Team Relationship

Policy A: Delegation to the Executive Team

The board's job is generally confined to establishing topmost policies, leaving implementation and subsidiary policy development to the executive team members. Ends policies direct the executive team to achieve certain results; Executive Team Limitations policies constrain the executive team to act within acceptable boundaries of prudence and ethics. All board authority delegated to staff is delegated through the executive team, so that all authority and accountability of staff can be phrased, insofar as the board is concerned as authority and accountability of the executive team. The executive team members report to the board for their areas of responsibility and as a team for collaboration towards overall achievement of Unity's mission, ends, and strategic plan.

1. The executive team is authorized to establish all further policies, make all decisions, take all actions and develop all activities that are true to the board's policies. The board may, by extending its policies, "undelegate" areas of the executive team's authority but will respect the executive team's choices so long as the delegation continues. This does not prevent the board from obtaining information about activities in the delegated areas.
2. No individual trustee, officer, or board committee has authority over the executive team. Information may be requested by any individual trustee, officer, or committee, but if such request in the executive team members' judgment requires a material amount of staff time, it may be refused with explanation.
3. The executive team may not perform, allow, or cause to be performed any act that is contrary to explicit board constraints (see Executive Team Limitations policies) on executive team authority.
4. Should the executive team member deem it necessary to violate board policy, the ET member shall inform the board chair or another trustee if the chair is not available. Informing is simply to guarantee no violation is intentionally kept from the board, not to request approval. Trustee response, either approving or disapproving, does not exempt the executive team member from subsequent board judgment of the action nor does it impede any executive team member decision.
5. Executive team authority does not extend to supervising, interpreting board policies to, or otherwise directing the chair, individual trustees, or board subgroups regarding board policy. Nothing in this policy is intended to interfere with mutual interaction about individual understanding of policies. (See also III: Policy C.1.b.iii.)

Amended May 1998; May 28, 2003

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

IV: Board-Executive Team Relationship

Policy B: Executive Team Job Contribution

As the board's official links to the operating organization, the executive team and its individual members are accountable for all organizational performance and exercise all authority transmitted into the organization by the board via Unity Church-Unitarian's governing policies. executive team/member performance will be considered to be synonymous with the performance of Unity Church-Unitarian.

Consequently, the executive team's job contributions can be stated as performance in three areas:

1. Accomplishment of organizational ends as stated in board policies.
2. Organization operation within the boundaries of prudence and ethics established in board policies on executive team limitations.
3. Appropriate use and delegation of power.

Amended May 28, 2003

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

IV: Board-Executive Team Relationship

Policy C: Monitoring Executive Team Performance

Monitoring executive team performance is synonymous with monitoring organizational performance against board policies on ends and on executive 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 review the past.

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.
2. A given policy may be monitored in one or more of three ways:
 - a. Internal Report: Disclosure of compliance information to the board from the executive team or its individual members.
 - b. 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.
 - c. 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.
3. Upon the choice of the board, any policy may be monitored by any method at any time. However, each Ends and Executive Team Limitations policy of the board will be classified by the board according to frequency and method of regular monitoring (see chart). As often as possible these reports should be included in the board mailing for regularly scheduled board meetings so that trustees may thoroughly review them prior to the meeting.
 - a. Monthly internal reports: Ends, financial condition, staff change information (additions and departures, plans for replacement).
 - b. Quarterly internal reports: Ends, staff/volunteer treatment, financial planning, membership (net losses and net gains and totals).
 - c. Semi-annual internal reports: Asset protection, staff/volunteer complaints filed under grievance procedure (number and nature).
 - d. Annual internal reports: Ends, communication and counsel.

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

- e. Annual external reports: Asset protection/financial condition (board arranged audit).

Amended May 28, 2003

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

IV: Board-Executive Team Relationship

Chart: Frequency and Method of Regular Monitoring

Policy	Method	Frequency
Protection of assets	Internal report	Semi-annually
	External report (audit)	Annually
Financial condition	Internal report	Monthly
	External report (audit)	Annually
Staff compensation and benefits	Internal report	Annually (February)
Staff/volunteer treatment	Internal report (staff changes)	Monthly
	Internal report	Quarterly
	Internal report (complaints)	Semi-annually
	Direct inspection	Annually (including grievance procedures)
Financial planning (budget)	Internal report (planning)	Quarterly
	Direct inspection	Annually (Spring)
Program outcomes (Ends)	Internal report	Monthly
	Internal report (membership)	Quarterly
	Internal report	Annually
Strategic Plan	Internal Report	Semi-annually

Any other policy shall be monitored by internal report each calendar quarter.

Amended May 1998; May 28, 2003; July 2004

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

IV: Board-Executive Team Relationship

Policy D: Disciplinary Policy

The board will pursue the following process in the event that it determines a policy violation has occurred and it judges the degree and seriousness of the violation warrants initiating a disciplinary process:

1. Verbal warning (noted as such in writing to establish appropriate documentation of said step); more frequent monitoring of the violated policy; the executive team member will present to the board at the next board meeting (via the board mailing prior to the meeting) a plan to remediate the violated policy.
2. First written warning. This step will be taken if there is no noticeable improvement in the executive team member's willingness and/or ability to refrain from the policy violation following a reasonable period of time for the executive team member to implement changes and for the board to monitor them.
3. Second written warning. This step will be taken if the policy violation continue. If the violation involves a called minister, the board at this point may also determine whether to notify the congregation, the means of doing so, and the content of the communication.
4. Unless the individual is a called minister, the board will determine whether to suspend (with or without pay) or to terminate the individual for continued policy violations. If the individual is a called minister, the board will:
 - a. Recommend termination of the called minister for continued policy violation. The board will meet with the minister to determine how to address the minister's departure.
 - b. Make known to the congregation the nature of the ongoing policy violations as well as the ongoing efforts to address the issue at every point and will call a meeting of the congregation in compliance with Unity Church-Unitarian bylaws regarding selection/removal of the minister.

Amended May 1998; March 1999; May 28, 2003

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

IV: Board-Executive Team Relationship

Policy E: Ministerial Compensation

With regard to ordained ministerial compensation, Unity Church-Unitarian recognizes and supports the compensation recommendations as ratified by the UUA General Assembly in June 1995.

1. Ministerial compensation consists of salary (including housing allowance) and benefits. Professional expenses are not part of compensation but as a cost of doing business are included in the total cost of ministry.
2. The board will annually approve an amount of increase in each ordained minister's salary as appropriate to current financial conditions. Annual increases for ordained ministers are in two separate categories:
 - a. A cost of living increase will occur annually, based on the Consumer Price Index (CPI) estimate for the current year.
 - b. A merit increase above the adjustment for cost of living is appropriate every two to three years, depending upon current financial conditions. The board will compile the results of an ordained minister's performance evaluation for the time period since the last merit increase and use these to assist in determining such merit increase. A merit increase is compensation for increased skill and growth in two areas:
 - i. Accomplishment of organizational ends as stated in board policies.
 - ii. Organization operation within the boundaries of prudence and ethics established in board policies on executive team limitations.
3. The board will maintain records of ministerial salary increases and review this policy annually.

Amended December 2000; May 28, 2003

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

IV: Board-Executive Team Relationship

Policy F: Director of Administration's Compensation

With regard to director of administration compensation, Unity Church-Unitarian recognizes and supports providing compensation comparable to jobs at similarly sized nonprofit organizations in the metropolitan area. The Council on Nonprofits may be a source (but need not be the only source) of information regarding comparable nonprofit job descriptions.

1. The director of administration's compensation consists of salary and benefits:
 - a. Salary is direct pay. The board will annually increase the director of administration's salary as appropriate to current financial conditions. Annual increases for the director of administration are in two separate categories:
 - i. A cost of living increase will occur annually, based on the CPI estimate for the current year.
 - ii. A merit increase above the adjustments for cost of living is appropriate every two to three years. A merit increase is compensation for increased skill and growth in two areas.
 - (1) Accomplishment of organizational ends as stated in board policies.
 - (2) Organization operation within the boundaries of prudence and ethics established in board policies on executive team limitations.
 - b. Benefits consist of health, dental, life, and long-term disability insurance, pension, sick time (accruing at one-half per month), and three weeks of paid vacation per year (this may accrue, but no more than three weeks can be carried to the next year).
2. Professional expenses are not part of compensation but as a cost of doing business are outlined here. Examples of professional expenses are continuing education, books, professional conferences, periodicals, and attendance at the General Assembly.
3. The board will compile the results of director of administration's performance evaluation for the time period since the last merit increase and will use these to assist them in determining the current merit increase. The board will maintain records of director of administration salary increases and review this policy annually.

Amended December 2000; May 28, 2003

UNITY CHURCH-UNITARIAN GOVERNING POLICIES

IV: Board-Executive Team Relationship

Policy G: Development Ministry Team Chair's Professional Expenses

The chair of the Development Ministry Team (DMT) is currently an unpaid volunteer position. In order to encourage professional development in areas of fundraising and development, however, a budget for professional expenses will be established annually. Professional expenses may include continuing education, books, professional conferences, periodicals, and attendance to the General Assembly.

Amended December 2000; May 28, 2003

DRE Religious Education Board Report August 2010

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

Mission Statement

At First UU Church of Austin, we gather in community to nourish souls, transform lives, and do justice.

Inclusiveness

The children's Summer Social Action/Justice program concluded in August. The children, along with the entire church read the book, Three Cups of Tea. At last count, the children had raised \$1,587.84 to send to Pennies for Peace to provide basic education for the children of Pakistan and Afghanistan.

Building community:

On August 22, the church held a potluck and discussion of the book Three Cups of Tea. Children and Adults were able to enjoy lunch together and to discuss the same book they had all read during the summer.

Teaching compassion and love: The summer curriculum has been a wonderful teaching tool for the concepts of compassion and love. Compassion for the children of Afghanistan and Pakistan has been a predominant theme and seems particularly relevant in combating animosity for children in Islamic cultures.

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

The Adult RE class offerings have continued to have good attendance through the summer. Amazingly the attendance at Spiritual Movie Nights has grown over the summer.

The children, as well as the adults continue to enjoy the children's stories each Sunday. Most noticeable to me are the wide smiles to the children from the congregants, as the children are being sung out of the service.

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

As noted last month, 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.

- **Offer inspirational and challenging worship services**

The children's moment which occurs almost every Sunday offers inspiration during the worship service. At the culmination of the Pennies for Peace curriculum, the 3rd to 5th grade class did a little performance piece, in which the children and the teacher were dressed in traditional Islamic dress and talked about the impact the Pennies for Peace Program has had on their lives.

- **Provide ritual and ceremony for rites of passage:** The preschool class held a graduation ceremony on August 29 for the children who would be going into kindergarten. The teachers and students from the Kindergarten to 2nd grade class came into the pre-school room and escorted the "graduates" into the classroom they will go to in September.

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

Religious Education is provided from infancy, through high school each Sunday morning. The Adults have two ongoing book discussion groups, a philosophical discussion group and a covenant group occurring each Sunday.

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

The Spiritual Movie Night in August was Hinduism: A Way of Life. The movie, which was produced in India, explored Hinduism, which sparked a lively discussion of religion and its impact on Indian life and culture.

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

See DRE update on LEADD

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

As noted last month, the class offerings 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.

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

DRE Update

Working with the planning committee, which consists of Texas Impact, Austin Area Interreligious Ministries, and Beverly Donahue from our congregation, several key decisions about the event were made this month. We have decided to hold the event at T Bar M Resort & Conference Center New Braunfels TX on Feb. 4-6

I am picking up Denny Davidoff from the airport on Monday, Sept.20. She will meet with Beverly Donoghue and me and then I will take her to her next appointment. It is likely that the entire committee will meet on Tuesday, Sept. 21. For more information on the LEADD project, please see last month's report.

The Religious Education classrooms were painted in August and look very inviting. We hope to have the hallways painted sometime this Fall.

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

Executive Director's Report to FUUCA Board of Trustees

August 8 – Sept 10, 2010

Office & Staff

- Weekday Volunteers – Ann Edwards, Nancy Groblewski, Joseph Hunt, and Mary Jane Ford continue helping us regularly during the week.
- 90 Day Evaluation, Jamie – I gave Jamie her 90 day evaluation (time flies). Overall, I am quite pleased with her progress. She has gotten the basics of her job and we have begun exploring projects and tasks that we can add to her routine.

Finances & Data

- ChurchDB – We continue to make progress with our new database. We have learned how to get out of it the things that we used to get out of COMS. Now we will begin exploring the new functionality that we didn't have before. We expect these new functions will increase efficiency, decrease redundancy (eliminating at least one, perhaps two redundant stewardship databases), and eventually allow us to provide new services to the congregation.
- Online Calendar & Reservations (ChurchDB) – In the coming weeks, we hope to begin training a couple of people to begin making their own reservations in the system. The whole process could take weeks or months as we want to be sure to work out the bugs before we involve a large group of people. So, for the time being, most people will continue to make reservations as they always have.
- Old databases – In terms of day-to-day usage, we have completely gotten off of our old member database (COMS) and scheduling software (Logos).
- 2011 Budget – Ed and I have completed a working draft of the 2011 budget based on living our mission and flourishing as a church. It will form an important tool for the pledge drive.
- Pledge Statement Success – after a month, I believe it's safe to declare victory with our pledge statements. The most recent mailing of pledge statements received only one error complaint (compared to dozens with previous mailings)! This is thanks to the dozens of hours that Jamie, Joseph Hunt, and Nancy Groblewski put into reviewing our records, ferreting out data entry errors and data transfer errors, unraveling the jerry-rigging that had allowed us to do things with COMS that it wasn't built to do, and so on.
- 2011 Pledge Card Entry – Mary Jane Ford has volunteered to do pledge card data entry again this year, but now in our new database (ChurchDB). I hope to give her a crash course next week. This work should save a good deal of time for both the Stewardship Committee and staff.
- Wills – a few members have put their wills on file with us. I have moved these from the locked storage closet to our safety deposit box at THCU. I have left a list of those people in the closet in a binder marked "Wills."

Facility & Hardware

- Facility Committee – Over the past month, your facilities team has attended to several electrical concerns, repaired a loose lock, reattached a loose threshold, and more.
- Bees! – Paige Hill, Grounds Chair, managed a double-wide bee hive situation for us. 60-100k bees had taken up residence in the exterior wall along the SE side of the sanctuary (a typical commercial hive holds about 50k). She got us a great deal on a professional bee keeper who safely and humanely relocated the hive to a new home near Dripping Springs. Paige and John Payne will take care of repairs once nature (in the form of neighboring bees) has removed any remaining honey (which could attract other pests).
- Drought & Watering – during the August heat and drought, we had the good fortune of having Larry Gilstrap begin assisting the Grounds Team. He has been coming in twice a week and spending 5 to 6 hours per week watering the most stressed plants and trees around the church. Without his help, we doubtless would have lost many of them.
- Rental Minimums – For September and October, we will only take new rental contracts worth \$300 or more (this does not include paid contracts for private member events or unpaid church room use like committee meetings). This should reduce the backlog that has developed for Natalie over the last few months and eliminate time spent on contracts where the church loses money (we get an incredible number of small contracts that don't even pay for the staff time put into them).
- Rental Rates – Likewise, in response to ongoing space shortages (and having to turn down requests from church groups), we will raise our rental rates again – 15-25%. I expect this will increase revenue, increase available staff time, and free up some space.
- Cry Room Speakers – Tom Martin has repaired the audio speakers in the cry room.
- Foyer Speakers – Tom Martin will complete the installation, shortly, of new speakers in the foyer which should result in much improved audio quality (and a volume knob).
- Displaying Mission and Values – we have completed 85% of the design phase of the big displays. By Sept 17, we will have ordered the main display for the sanctuary as well as banners for Howson Hall. In this project, I've received valuable support from Melinda Barker and Bob & Susan Bethke, who have generously lent their artistic and other talents.
- Painting RE Wing – the painting of the RE Wing is complete! I feel excited by the colors and fresh look. Beth Cortez-Neavel got this project together and executed with support from a great set of volunteers.

Other

- New Member Follow up – I'm not aware of us, as a church, having much follow up with people after they become members. As a little experiment, I printed out the lists of interest of new members from the last few months. Where I saw matches with certain committees and activities, I put a copy of that new member's info into the corresponding committee box. Of the 12-15 profiles distributed, I've gotten feedback from just person so far: Brent Baldwin. Brent followed up with the person and now has a new choir member. Time permitting, I may try this a few more times this fall. (This is no substitute for a full-fledged follow up plan and action, but it is better than nothing and about as much as we have time for currently.)
- Jury Duty – I have finally received the summons to perform my civic duty with jury duty. I will report to the courthouse on September 20th for further instructions.
- Family Vacation – I will take off November 6-13 to travel with my family in Costa Rica.

No Update this month

- Keys & Alarms
- Security Task Force
- Memorials & Staff
- Main office configuration
- Playground Safety
- Website
- Bequest Society
- 403b

Some of my other regular activities (Reports for these usually appear elsewhere)

- Finance Committee Meetings
- Board of Trustees
- Board Executive Committee
- Stewardship Committee Meetings
- Bridge Builder Action Team (A-Team)
- Volunteer recruiting and coordination
- Management Team Meetings
- Church Council & Congregational Meetings
- Office Staff Meetings

Respectfully submitted by Sean Hale. September 10, 2010.

Executive Limitations Exercise

The Minister is functioning as the executive or as part of the executive team in the church. After speaking with several newer congregants, the minister determines that it is difficult for guests to become members and for new members to get involved in church activities. Without speaking with the Membership Committee or the Fellowship Committee, the minister announces that:

- from now on the membership book will be available for signing every Sunday,
- that new members will be asked to come and be recognized on stage in Howson Hall during fellowship time every Sunday and
- that each Eat and Meet and any other fellowship functions will begin with an introduction of any guests and new members who wish to come and be introduced.

The Membership and Fellowship Committees, while agreeing with the intent of the Minister's action, come to board members upset that they were not consulted and with practical complaints over how this could be implemented. This is the first the board has heard about it.

How might we as a board handle this situation?

If we had adopted the attached Executive Limitations, would the minister's action be a reasonable interpretation of them?

If no, how would we as a board respond?

If yes, are the policies vague or incomplete, such that a reasonable interpretation of them could have undesired consequences not befitting our Values, Mission and Ends?

If no, how would we as a board respond?

If yes, how might we respond?

Executive Limitations ~~*Hk u'WWF cmu+~~

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.

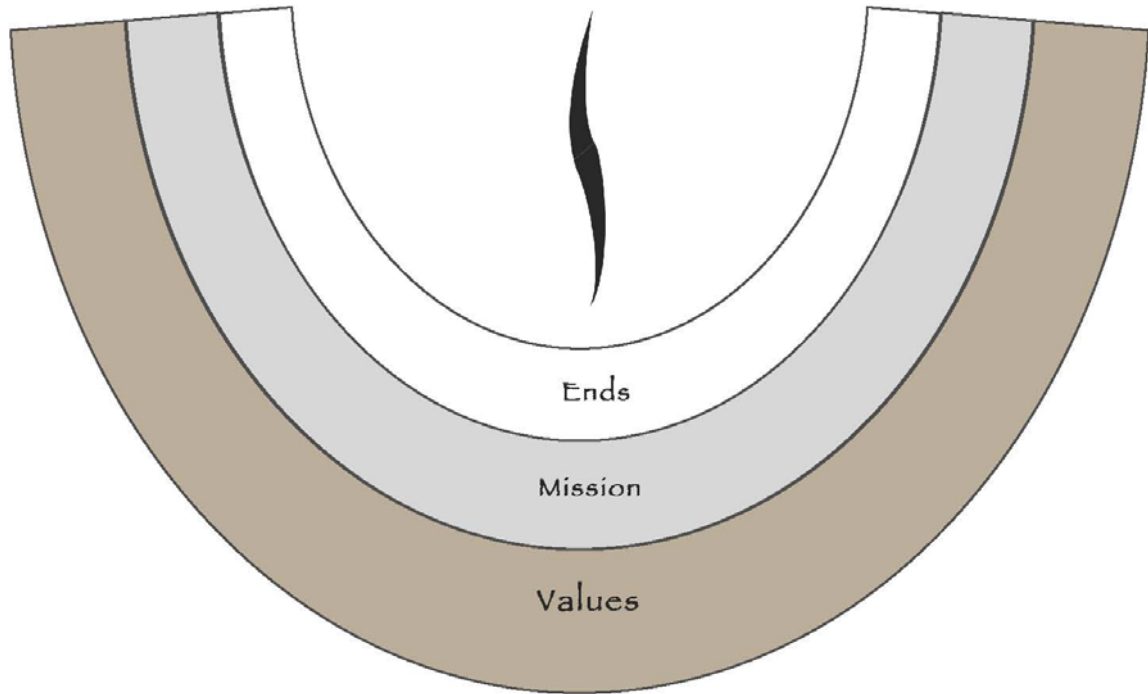
Ends Focus of Grants or Contract

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.

First UU Church of Austin



Values

Transcendence – To connect with the wonder and awe of the unity of life.

Community – To connect in joy, sorrow and service with those whose lives we touch.

Compassion – To treat ourselves and others with love.

Courage – To live lives of honesty, vulnerability and beauty.

Transformation – To pursue the growth that changes our lives and heals our world.

Mission (Global End)

At First UU Church of Austin, we gather in community to nourish souls, transform lives, and do justice.

Ends

First UU Austin is a radically hospitable community where:

- All people feel welcomed and are treated with respect and dignity
- Members and their families feel supported in times of joy and need
- Members find connection with one another in fellowship
- People are fully engaged and generous with time, treasure and talent

First UU Austin nourishes souls and transforms lives by:

- Engaging and supporting members in spiritual practice and growth
- Providing worship, programs and activities that awaken meaning and transcendence
- Ensuring that members have a caring, supportive and safe place to rekindle the spirit

First UU Austin witnesses to justice in our personal lives and beyond, by:

- Practicing liberal religious values in the public arena
- Empowering all people to access the richness of life
- Providing leadership to the greater UUA community to expand the reach of our movement
- Partnering with the interfaith community to live our shared values

First Unitarian Universalist Church of Austin

Balance Sheet
As of August 31, 2010

	<u>Aug 31, 10</u>
ASSETS	
Current Assets	
Checking/Savings	
1000 · Cash & Investments	
1100 · Bank	
1140 · THCU CDs	35,068.59
1130 · THCU Money Market	63,391.66
1110 · THCU Checking	11,703.28
1120 · THCU Savings	29.23
Total 1100 · Bank	<u>110,192.76</u>
1200 · Schwab Accounts	
1210 · Permanent Endowment Account	100,890.71
1220 · Mixed Investment Account	343,054.71
1230 · Murr Music Account	36,399.87
Total 1200 · Schwab Accounts	<u>480,345.29</u>
1300 · Annuity 2014	11,007.73
Total 1000 · Cash & Investments	<u>601,545.78</u>
Total Checking/Savings	601,545.78
Accounts Receivable	
11000 · Accounts Receivable	0.00
Total Accounts Receivable	<u>0.00</u>
Total Current Assets	601,545.78
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>2,782,708.53</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2000 · Liabilities	
2400 · Payroll Liabilities	6,410.96
2200 · Security Deposits	80.00
Total 2000 · Liabilities	<u>6,490.96</u>
Total Other Current Liabilities	<u>6,490.96</u>

First Unitarian Universalist Church of Austin

Balance Sheet
As of August 31, 2010

	<u>Aug 31, 10</u>
Total Current Liabilities	<u>6,490.96</u>
Total Liabilities	6,490.96
Equity	
3001 · Fixed Assets - Equity	2,181,162.75
3100 · Restricted Funds	
3200 · Cong. Restricted Funds	
3220 · Permanent Endowment Fund	102,410.71
3240 · Memorial Savings Fund	242,007.29
3260 · Murr Music Fund	<u>36,663.87</u>
Total 3200 · Cong. Restricted Funds	381,081.87
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	8,135.95
3405 · Long Range Fund	41,282.73
3410 · Capital Campaign Fund	10,000.00
3415 · Paradox Players Fund	14,350.54
3420 · Religious Education Fund	
3422 · CampUU/Hogwarts Fund	8,319.70
3424 · Junior High Fund	3,304.66
3426 · Senior High Fund	4,811.12
3427 · Lecture Series Fund	368.43
3428 · Adult RE Fund	7,620.45
3429 · Children's RE Fund	867.17
3420 · Religious Education Fund - Other	<u>0.00</u>
Total 3420 · Religious Education Fund	25,291.53
3440 · Caring Fund	4,388.20
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	2,702.47
3465 · Denominational Affairs Fund	70.02
3470 · Facility Fund	
3478 · Grounds Fund	925.00
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	6,213.89
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 August 31, 2010

	<u>Aug 31, 10</u>
Total 3490 · Technology Fund	4,714.32
3505 · Meet & Eat Fund	458.78
3515 · Social Action Fund	2,181.10
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>129,432.63</u>
Total 3100 · Restricted Funds	510,514.50
3900 · Unrestricted Net Assets	109,235.92
Net Income	-24,695.60
Total Equity	<u>2,776,217.57</u>
TOTAL LIABILITIES & EQUITY	<u><u>2,782,708.53</u></u>

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

	Total Committees		Facility & Grounds (Departments)		Ministry (Departments)		Music Dept (Departments)		Program S (Departn
	Jan - Aug 10	Budget	Jan - Aug 10	Budget	Jan - Aug 10	Budget	Jan - Aug 10	Budget	Jan - Aug 10
Ordinary Income/Expense									
Income									
4000 · Unrestricted Income									
4100 · Contributions									
4140 · Forum	0.00		0.00		0.00		0.00		0.00
4110 · Pledge	0.00		0.00		0.00		0.00		0.00
4120 · Sunday Plate	0.00		0.00		0.00		0.00		0.00
4130 · Sunday Coffee Service	0.00		0.00		0.00		0.00		0.00
4190 · Other	0.00		0.00		0.00		0.00		0.00
4100 · Contributions - Other	0.00		0.00		0.00		0.00		0.00
Total 4100 · Contributions	0.00		0.00		0.00		0.00		0.00
4200 · Rental	0.00		0.00		0.00		0.00		0.00
4400 · Misc Income	0.00		0.00		0.00		0.00		0.00
Total 4000 · Unrestricted Income	0.00		0.00		0.00		0.00		0.00
4300 · Interest & Dividends	0.00		0.00		0.00		0.00		0.00
Total Income	0.00		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	0.00
Total 6100 · Ministry Support	0.00		0.00		5,000.00	7,200.00	1,375.00		0.00
Total 6200 · Supplies & Materials	1,023.58		33.36		43.19		1,126.91	0.00	1,446.34
Total 6300 · Repairs and Upkeep	0.00		45,317.15	74,760.00	0.00		0.00		0.00
Total 6400 · In house services	854.30		0.00		0.70		19.27		12,375.16
Total 6500 · Miscellaneous	509.06		0.00		2,848.49	7,500.00	20.62	1,000.00	304.55
Total 6600 · Employee Expenses	482.40		14,827.24	19,765.00	60,869.93	89,592.00	47,296.73	72,931.00	94,298.61
Total 6700 · Charitable Contributions	0.00		0.00		0.00		0.00		0.00
Total Expense	2,869.34	7,925.00	60,177.75	94,525.00	68,762.31	104,292.00	49,838.53	80,431.00	108,424.66
Net Ordinary Income	-2,869.34	-7,925.00	-60,177.75	-94,525.00	-68,762.31	-104,292.00	-49,838.53	-80,431.00	-108,424.66
Net Income	-2,869.34	-7,925.00	-60,177.75	-94,525.00	-68,762.31	-104,292.00	-49,838.53	-80,431.00	-108,424.66

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

	Support nents)	Religious Ed Dept (Departments)		Other Operating Fund		TOTAL			
	Budget	Jan - Aug 10	Budget	Jan - Aug 10	Budget	Jan - Aug 10	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense									
Income									
4000 · Unrestricted Income									
4100 · Contributions									
4140 · Forum		0.00		993.84		993.84	0.00	993.84	100.0%
4110 · Pledge		0.00		276,226.43	450,000.00	276,226.43	450,000.00	-173,773.57	61.38%
4120 · Sunday Plate		0.00		21,490.14	65,000.00	21,490.14	65,000.00	-43,509.86	33.06%
4130 · Sunday Coffee Service		0.00		1,795.74	4,000.00	1,795.74	4,000.00	-2,204.26	44.89%
4190 · Other		0.00		5,479.34	5,000.00	5,479.34	5,000.00	479.34	109.59%
4100 · Contributions - Other		0.00		1,121.00		1,121.00	0.00	1,121.00	100.0%
Total 4100 · Contributions		0.00		307,106.49	524,000.00	307,106.49	524,000.00	-216,893.51	58.61%
4200 · Rental		0.00		35,582.26	50,000.00	35,582.26	50,000.00	-14,417.74	71.17%
4400 · Misc Income		0.00		5,784.48	2,000.00	5,784.48	2,000.00	3,784.48	289.22%
Total 4000 · Unrestricted Income		0.00		348,473.23	576,000.00	348,473.23	576,000.00	-227,526.77	60.5%
4300 · Interest & Dividends		0.00		228.50	72.00	228.50	72.00	156.50	317.36%
Total Income		0.00		348,701.73	576,072.00	348,701.73	576,072.00	-227,370.27	60.53%
Expense									
6000 · General Expenses		0.00	1,150.00	0.00		0.00	15,575.00	-15,575.00	0.0%
Total 6100 · Ministry Support		0.00		0.00		6,375.00	7,200.00	-825.00	88.54%
Total 6200 · Supplies & Materials	4,500.00	265.98		2,692.47	5,000.00	6,631.83	9,500.00	-2,868.17	69.81%
Total 6300 · Repairs and Upkeep		0.00		0.00		45,317.15	74,760.00	-29,442.85	60.62%
Total 6400 · In house services	30,300.00	0.00		0.00		13,249.43	30,300.00	-17,050.57	43.73%
Total 6500 · Miscellaneous	4,300.00	405.80		2,527.11		6,615.63	12,800.00	-6,184.37	51.69%
Total 6600 · Employee Expenses	151,104.00	64,714.62	106,837.00	3,068.76	4,692.00	285,558.29	444,921.00	-159,362.71	64.18%
Total 6700 · Charitable Contributions		0.00		9,650.00	12,350.00	9,650.00	12,350.00	-2,700.00	78.14%
Total Expense	190,204.00	65,386.40	107,987.00	17,938.34	22,042.00	373,397.33	607,406.00	-234,008.67	61.47%
Net Ordinary Income	-190,204.00	-65,386.40	-107,987.00	330,763.39	554,030.00	-24,695.60	-31,334.00	6,638.40	78.81%
Net Income	-190,204.00	-65,386.40	-107,987.00	330,763.39	554,030.00	-24,695.60	-31,334.00	6,638.40	78.81%

First Unitarian Universalist Church of Austin

Balance Sheet
As of August 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 August 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	<u>367,533.27</u>	<u>376,757.30</u>	<u>397,936.40</u>
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	<u>25,856.65</u>	<u>25,896.32</u>	<u>22,680.00</u>
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	<u>5,373.58</u>	<u>5,663.58</u>	<u>5,693.58</u>
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	<u>5,288.89</u>	<u>5,288.89</u>	<u>5,288.89</u>
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 August 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	<u>15,907.14</u>	<u>11,104.74</u>	<u>8,817.80</u>
Total Equity	<u>2,907,170.43</u>	<u>2,911,343.36</u>	<u>2,924,942.67</u>
TOTAL LIABILITIES & EQUITY	<u><u>2,907,892.44</u></u>	<u><u>2,912,741.62</u></u>	<u><u>2,927,063.34</u></u>

First Unitarian Universalist Church of Austin

Balance Sheet
As of August 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 August 31, 2010

	<u>Apr 30, 10</u>	<u>May 31, 10</u>	<u>Jun 30, 10</u>
Total Current Liabilities	<u>2,892.31</u>	<u>3,665.97</u>	<u>1,673.05</u>
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	<u>37,731.42</u>	<u>36,183.30</u>	<u>35,660.23</u>
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	<u>0.00</u>	<u>125.00</u>	<u>0.00</u>
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	<u>979.15</u>	<u>904.15</u>	<u>904.15</u>
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	<u>778.71</u>	<u>778.71</u>	<u>778.71</u>
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	<u>2,233.62</u>	<u>1,866.65</u>	<u>1,916.65</u>

First Unitarian Universalist Church of Austin

Balance Sheet
As of August 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>2,943,413.03</u>	<u>2,822,273.92</u>	<u>2,805,043.68</u>

First Unitarian Universalist Church of Austin

Balance Sheet
As of August 31, 2010

	<u>Jul 31, 10</u>	<u>Aug 31, 10</u>
ASSETS		
Current Assets		
Checking/Savings		
1000 · Cash & Investments		
1100 · Bank		
1140 · THCU CDs	30,033.87	35,068.59
1130 · THCU Money Market	78,338.43	63,391.66
1110 · THCU Checking	7,788.59	11,703.28
1120 · THCU Savings	29.23	29.23
Total 1100 · Bank	<u>116,190.12</u>	<u>110,192.76</u>
1200 · Schwab Accounts		
1210 · Permanent Endowment Account	105,837.21	100,890.71
1220 · Mixed Investment Account	350,114.46	343,054.71
1230 · Murr Music Account	36,869.19	36,399.87
Total 1200 · Schwab Accounts	<u>492,820.86</u>	<u>480,345.29</u>
1300 · Annuity 2014	<u>11,007.73</u>	<u>11,007.73</u>
Total 1000 · Cash & Investments	<u>620,018.71</u>	<u>601,545.78</u>
Total Checking/Savings	620,018.71	601,545.78
Accounts Receivable		
11000 · Accounts Receivable	0.00	0.00
Total Accounts Receivable	<u>0.00</u>	<u>0.00</u>
Total Current Assets	620,018.71	601,545.78
Fixed Assets		
1500 · Fixed Assets		
1510 · Building - at cost	672,232.75	672,232.75
1530 · Land - Travis CAD '09 Value	1,508,930.00	1,508,930.00
1540 · Furniture & Equipment	0.00	0.00
Total 1500 · Fixed Assets	<u>2,181,162.75</u>	<u>2,181,162.75</u>
Total Fixed Assets	<u>2,181,162.75</u>	<u>2,181,162.75</u>
TOTAL ASSETS	<u><u>2,801,181.46</u></u>	<u><u>2,782,708.53</u></u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
2000 · Liabilities		
2400 · Payroll Liabilities	5,449.19	6,410.96
2200 · Security Deposits	80.00	80.00
Total 2000 · Liabilities	<u>5,529.19</u>	<u>6,490.96</u>
Total Other Current Liabilities	<u>5,529.19</u>	<u>6,490.96</u>

First Unitarian Universalist Church of Austin

Balance Sheet
As of August 31, 2010

	<u>Jul 31, 10</u>	<u>Aug 31, 10</u>
Total Current Liabilities	<u>5,529.19</u>	<u>6,490.96</u>
Total Liabilities	5,529.19	6,490.96
Equity		
3001 · Fixed Assets - Equity	2,181,162.75	2,181,162.75
3100 · Restricted Funds		
3200 · Cong. Restricted Funds		
3220 · Permanent Endowment Fund	107,337.21	102,410.71
3240 · Memorial Savings Fund	248,979.09	242,007.29
3260 · Murr Music Fund	<u>37,119.19</u>	<u>36,663.87</u>
Total 3200 · Cong. Restricted Funds	393,435.49	381,081.87
3400 · Board Restricted Funds		
3560 · Worship Services Fund	1,000.00	1,000.00
3555 · Forum Fund	1,000.00	1,000.00
3550 · Minister's Discretionary Fund	0.00	0.00
3406 · Bridge Builder Action Team Fund	8,510.95	8,135.95
3405 · Long Range Fund	41,282.73	41,282.73
3410 · Capital Campaign Fund	10,000.00	10,000.00
3415 · Paradox Players Fund	14,014.84	14,350.54
3420 · Religious Education Fund		
3422 · CampUU/Hogwarts Fund	10,595.59	8,319.70
3424 · Junior High Fund	3,304.66	3,304.66
3426 · Senior High Fund	4,811.12	4,811.12
3427 · Lecture Series Fund	368.43	368.43
3428 · Adult RE Fund	7,820.53	7,620.45
3429 · Children's RE Fund	972.19	867.17
3420 · Religious Education Fund - Other	<u>0.00</u>	<u>0.00</u>
Total 3420 · Religious Education Fund	27,872.52	25,291.53
3440 · Caring Fund	4,588.20	4,388.20
3450 · Music Fund		
3452 · Children's Choir Fund	3,777.52	3,777.52
3456 · Music Other Fund	<u>2,456.06</u>	<u>2,456.06</u>
Total 3450 · Music Fund	6,233.58	6,233.58
3460 · Bookstore Fund	2,602.47	2,702.47
3465 · Denominational Affairs Fund	70.02	70.02
3470 · Facility Fund		
3478 · Grounds Fund	850.00	925.00
3472 · Emergency Fund	2,923.63	2,923.63
3474 · Green Sanctuary Fund	1,586.55	1,586.55
3476 · Recycling Program Fund	<u>778.71</u>	<u>778.71</u>
Total 3470 · Facility Fund	6,138.89	6,213.89
3480 · Flowers Fund	329.34	329.34
3490 · Technology Fund		
3492 · Internet Ministries Fund	2,797.67	2,797.67
3494 · Media Team Fund	<u>1,916.65</u>	<u>1,916.65</u>

First Unitarian Universalist Church of Austin

Balance Sheet
As of August 31, 2010

	<u>Jul 31, 10</u>	<u>Aug 31, 10</u>
Total 3490 · Technology Fund	4,714.32	4,714.32
3505 · Meet & Eat Fund	528.78	458.78
3515 · Social Action Fund	1,513.35	2,181.10
3525 · Voyagers Fund	211.39	211.39
3530 · YARN Fund	208.24	208.24
3535 · Yew Grove Fund	155.17	155.17
3540 · Library Fund	505.38	505.38
3545 · Special Plate Fund	0.00	0.00
Total 3400 · Board Restricted Funds	<u>131,480.17</u>	<u>129,432.63</u>
Total 3100 · Restricted Funds	524,915.66	510,514.50
3900 · Unrestricted Net Assets	109,235.92	109,235.92
Net Income	<u>-19,662.06</u>	<u>-24,695.60</u>
Total Equity	<u>2,795,652.27</u>	<u>2,776,217.57</u>
TOTAL LIABILITIES & EQUITY	<u>2,801,181.46</u>	<u>2,782,708.53</u>

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

	Board/Council (Committees)		
	<u>Jan - Aug 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	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 August 2010

		Board/Council (Committees)	
	Jan - Aug 10	Budget	\$ Over Budget
6357 · Trash Removal	0.00		
6358 · Drainage	0.00		
6359 · Recycling	0.00		
Total 6350 · Utilities	0.00		
6360 · Security	0.00		
Total 6300 · Repairs and Upkeep	0.00		
6400 · In house services			
6410 · Printing			
6416 · Special Copies	11.50		
6412 · Copier Lease	0.00		
6414 · Outside printing	0.00		
Total 6410 · Printing	11.50		
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	11.50		
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		
6560 · Membership, dues, subscriptions	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		

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

		Board/Council (Committees)	
	<u>Jan - Aug 10</u>	<u>Budget</u>	<u>\$ Over Budget</u>
Total 6650 · Benefits	0.00		
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>11.50</u>		
Net Ordinary Income	<u>-11.50</u>		
Net Income	<u><u>-11.50</u></u>	<u><u>0.00</u></u>	<u><u>-11.50</u></u>

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

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	<u>Budget</u>
Ordinary Income/Expense			Congreg (Cor
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
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 August 2010

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	Congreg (Cor <u>Budget</u>
6357 · Trash Removal		0.00	
6358 · Drainage		0.00	
6359 · Recycling		0.00	
Total 6350 · Utilities		<u>0.00</u>	
6360 · Security		0.00	
Total 6300 · Repairs and Upkeep		<u>0.00</u>	
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	
6560 · Membership, dues, subscriptions		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	

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

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	<u>Budget</u>
			Congreg (Cor
Total 6650 · Benefits		0.00	
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		<u>0.00</u>	
Total Expense		<u>0.00</u>	<u>50.00</u>
Net Ordinary Income		<u>0.00</u>	<u>-50.00</u>
Net Income	<u>100.0%</u>	<u>0.00</u>	<u>-50.00</u>

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

ational Care
nmittees)

<u>\$ Over Budget</u>	<u>% of Budget</u>
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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	-50.00	0.0%
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- 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 August 2010

ational Care nmittees)	
<u>\$ Over Budget</u>	<u>% of Budget</u>

6357 · Trash Removal		
6358 · Drainage		
6359 · Recycling		
Total 6350 · Utilities		
6360 · Security		
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		
6560 · Membership, dues, subscriptions		
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		

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

	ational Care nmittees)	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
Total 6650 · Benefits		
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>-50.00</u>	<u>0.0%</u>
Net Ordinary Income	<u>50.00</u>	<u>0.0%</u>
Net Income	<u><u>50.00</u></u>	<u><u>0.0%</u></u>

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

	Fellowship (Committees)		
	<u>Jan - Aug 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	1,000.00	-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	271.38		
6200 · Supplies & Materials - Other	0.00		
Total 6200 · Supplies & Materials	<u>271.38</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 August 2010

	Fellowship (Committees)		
	<u>Jan - Aug 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>		
6360 · Security	0.00		
Total 6300 · Repairs and Upkeep	<u>0.00</u>		
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		
6560 · Membership, dues, subscriptions	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	49.89		
Total 6610 · Payroll	<u>49.89</u>		
6630 · Payroll Taxes	0.00		
6650 · Benefits			
6650 · Benefits - Other	0.00		

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

	Fellowship (Committees)		
	<u>Jan - Aug 10</u>	<u>Budget</u>	<u>\$ Over Budget</u>
Total 6650 · Benefits	0.00		
6660 · Workers' Comp Insurance	0.00		
6600 · Employee Expenses - Other	<u>0.00</u>		
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	<u>0.00</u>		
Total 6700 · Charitable Contributions	<u>0.00</u>		
Total Expense	<u>321.27</u>	<u>1,000.00</u>	<u>-678.73</u>
Net Ordinary Income	<u>-321.27</u>	<u>-1,000.00</u>	<u>678.73</u>
Net Income	<u><u>-321.27</u></u>	<u><u>-1,000.00</u></u>	<u><u>678.73</u></u>

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

	% of Budget	Jan - Aug 10	Budget	F (Cor)
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	0.0%	0.00	250.00	
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		8.93		
6200 · Supplies & Materials - Other		0.00		
Total 6200 · Supplies & Materials		8.93		
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 August 2010

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	F (Cor)
			<u>Budget</u>
6357 · Trash Removal		0.00	
6358 · Drainage		0.00	
6359 · Recycling		0.00	
Total 6350 · Utilities		<u>0.00</u>	
6360 · Security		0.00	
Total 6300 · Repairs and Upkeep		<u>0.00</u>	
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	
6560 · Membership, dues, subscriptions		0.00	
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	
		<u>0.00</u>	

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

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	<u>Budget</u>
Total 6650 · Benefits		0.00	
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>32.13%</u>	<u>138.93</u>	<u>250.00</u>
Net Ordinary Income	<u>32.13%</u>	<u>-138.93</u>	<u>-250.00</u>
Net Income	<u><u>32.13%</u></u>	<u><u>-138.93</u></u>	<u><u>-250.00</u></u>

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

Forum Committees)	
<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 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 August 2010

Forum
Committees)

<u>\$ Over Budget</u>	<u>% of Budget</u>
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6357 · Trash Removal
6358 · Drainage
6359 · Recycling
Total 6350 · Utilities

6360 · Security
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
6560 · Membership, dues, subscriptions
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

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

	Forum Committees)	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
Total 6650 · Benefits		
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>-111.07</u>	<u>55.57%</u>
Net Ordinary Income	<u>111.07</u>	<u>55.57%</u>
Net Income	<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 August 2010

	Media (Committees)		
	<u>Jan - Aug 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 August 2010

	Media		
	(Committees)		
	Jan - Aug 10	Budget	\$ Over Budget
6357 · Trash Removal	0.00		
6358 · Drainage	0.00		
6359 · Recycling	0.00		
Total 6350 · Utilities	0.00		
6360 · Security	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		
6560 · Membership, dues, subscriptions	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		

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

	Media (Committees)		
	<u>Jan - Aug 10</u>	<u>Budget</u>	<u>\$ Over Budget</u>
Total 6650 · Benefits	0.00		
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	<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 August 2010

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	Men (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	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 August 2010

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	Men (Cor)
			<u>Budget</u>
6357 · Trash Removal		0.00	
6358 · Drainage		0.00	
6359 · Recycling		0.00	
Total 6350 · Utilities		<u>0.00</u>	
6360 · Security		0.00	
Total 6300 · Repairs and Upkeep		<u>0.00</u>	
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	
6560 · Membership, dues, subscriptions		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	

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

Men
(Cor

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	<u>Budget</u>
Total 6650 · Benefits		0.00	
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>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 August 2010

	Membership (Committees)	
	<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	-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		
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 August 2010

Membership
(Committees)

<u>\$ Over Budget</u>	<u>% of Budget</u>
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6357 · Trash Removal
6358 · Drainage
6359 · Recycling
Total 6350 · Utilities

6360 · Security
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
6560 · Membership, dues, subscriptions
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

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

	Membership (Committees)	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
Total 6650 · Benefits		
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>-500.00</u>	<u>0.0%</u>
Net Ordinary Income	<u>500.00</u>	<u>0.0%</u>
Net Income	<u><u>500.00</u></u>	<u><u>0.0%</u></u>

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

	Nominating (Committees)		
	Jan - Aug 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	1,000.00	-1,000.00
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 August 2010

		Nominating (Committees)	
	Jan - Aug 10	Budget	\$ Over Budget
6357 · Trash Removal	0.00		
6358 · Drainage	0.00		
6359 · Recycling	0.00		
Total 6350 · Utilities	0.00		
6360 · Security	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		
6560 · Membership, dues, subscriptions	0.00		
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		

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

	Nominating (Committees)		
	Jan - Aug 10	Budget	\$ Over Budget
Total 6650 · Benefits	0.00		
6660 · Workers' Comp Insurance	0.00		
6600 · Employee Expenses - Other	0.00		
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	0.00		
Total 6700 · Charitable Contributions	0.00		
Total Expense	324.04	1,000.00	-675.96
Net Ordinary Income	-324.04	-1,000.00	675.96
Net Income	-324.04	-1,000.00	675.96

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

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	<u>Budget</u>	Search Corr (Cor)
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	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 August 2010

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	Search Corr (Cor)
			<u>Budget</u>
6357 · Trash Removal		0.00	
6358 · Drainage		0.00	
6359 · Recycling		0.00	
Total 6350 · Utilities		0.00	
6360 · Security		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		36.00	
6432 · Telephone		0.00	
Total 6420 · Communications, Data & Tech		36.00	
Total 6400 · In house services		36.00	
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	
6560 · Membership, dues, subscriptions		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		36.50	
6610 · Payroll			
6610 · Payroll - Other		0.00	
Total 6610 · Payroll		0.00	
6630 · Payroll Taxes		0.00	
6650 · Benefits			
6650 · Benefits - Other		0.00	

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

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	<u>Budget</u>
Total 6650 · Benefits		0.00	
6660 · Workers' Comp Insurance		0.00	
6600 · Employee Expenses - Other		0.00	
Total 6600 · Employee Expenses		<u>36.50</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>32.4%</u>	<u>72.50</u>	<u>750.00</u>
Net Ordinary Income	<u>32.4%</u>	<u>-72.50</u>	<u>-750.00</u>
Net Income	<u><u>32.4%</u></u>	<u><u>-72.50</u></u>	<u><u>-750.00</u></u>

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

Committee - Minister
(Committees)

<u>\$ Over Budget</u>	<u>% of Budget</u>
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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	-750.00	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 August 2010

Committee - Minister
(Committees)

<u>\$ Over Budget</u>	<u>% of Budget</u>
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6357 · Trash Removal		
6358 · Drainage		
6359 · Recycling		
Total 6350 · Utilities		
6360 · Security		
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		
6560 · Membership, dues, subscriptions		
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		

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

	Committee - Minister (Committees)	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
Total 6650 · Benefits		
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>-677.50</u>	<u>9.67%</u>
Net Ordinary Income	<u>677.50</u>	<u>9.67%</u>
Net Income	<u><u>677.50</u></u>	<u><u>9.67%</u></u>

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

	Social Action (Committees)		
	<u>Jan - Aug 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	1,500.00	-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	353.86		
6200 · Supplies & Materials - Other	0.00		
Total 6200 · Supplies & Materials	<u>353.86</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 August 2010

		Social Action (Committees)	
		Jan - Aug 10	Budget
			\$ Over Budget
6357 · Trash Removal		0.00	
6358 · Drainage		0.00	
6359 · Recycling		0.00	
Total 6350 · Utilities		0.00	
6360 · Security		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	
6560 · Membership, dues, subscriptions		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	

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

	Social Action (Committees)		
	Jan - Aug 10	Budget	\$ Over Budget
Total 6650 · Benefits	0.00		
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	380.77	1,500.00	-1,119.23
Net Ordinary Income	-380.77	-1,500.00	1,119.23
Net Income	-380.77	-1,500.00	1,119.23

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

	<u>% of Budget</u>	<u>Jan - Aug 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	0.0%	0.00	2,250.00
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	

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

	% of Budget	Jan - Aug 10	Budget
6357 · Trash Removal		0.00	
6358 · Drainage		0.00	
6359 · Recycling		0.00	
Total 6350 · Utilities		0.00	
6360 · Security		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		206.80	
6432 · Telephone		0.00	
Total 6420 · Communications, Data & Tech		206.80	
Total 6400 · In house services		206.80	
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	
6560 · Membership, dues, subscriptions		0.00	
6570 · Outside Services		0.00	
6580 · Professional Expenses		55.02	
6500 · Miscellaneous - Other		0.00	
Total 6500 · Miscellaneous		55.02	
6600 · Employee Expenses			
6670 · Other Employee Expenses		0.00	
6610 · Payroll			
6610 · Payroll - Other		342.88	
Total 6610 · Payroll		342.88	
6630 · Payroll Taxes		26.22	
6650 · Benefits			
6650 · Benefits - Other		0.00	
		0.00	

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

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	<u>Budget</u>
Total 6650 · Benefits		0.00	
6660 · Workers' Comp Insurance		0.00	
6600 · Employee Expenses - Other		0.00	
Total 6600 · Employee Expenses		<u>369.10</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>25.39%</u>	 <u>999.15</u>	 <u>2,250.00</u>
 Net Ordinary Income	 <u>25.39%</u>	 <u>-999.15</u>	 <u>-2,250.00</u>
 Net Income	 <u><u>25.39%</u></u>	 <u><u>-999.15</u></u>	 <u><u>-2,250.00</u></u>

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

Stewardship
Committees)

<u>\$ Over Budget</u>	<u>% of Budget</u>
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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 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 August 2010

Stewardship Committees)	
<u>\$ Over Budget</u>	<u>% of Budget</u>

6357 · Trash Removal		
6358 · Drainage		
6359 · Recycling		
Total 6350 · Utilities		
6360 · Security		
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		
6560 · Membership, dues, subscriptions		
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		

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

	<u>Stewardship Committees)</u>	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
Total 6650 · Benefits		
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>-1,250.85</u>	<u>44.41%</u>
Net Ordinary Income	<u>1,250.85</u>	<u>44.41%</u>
Net Income	<u><u>1,250.85</u></u>	<u><u>44.41%</u></u>

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

	<u>Total Committees</u>		
	<u>Jan - Aug 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	1,008.88		
6200 · Supplies & Materials - Other	0.00		
Total 6200 · Supplies & Materials	<u>1,023.58</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 August 2010

	Total Committees		
	Jan - Aug 10	Budget	\$ Over Budget
6357 · Trash Removal	0.00		
6358 · Drainage	0.00		
6359 · Recycling	0.00		
Total 6350 · Utilities	0.00		
6360 · Security	0.00		
Total 6300 · Repairs and Upkeep	0.00		
6400 · In house services			
6410 · Printing			
6416 · Special Copies	11.50		
6412 · Copier Lease	0.00		
6414 · Outside printing	0.00		
Total 6410 · Printing	11.50		
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	242.80		
6432 · Telephone	0.00		
Total 6420 · Communications, Data & Tech	842.80		
Total 6400 · In house services	854.30		
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		
6560 · Membership, dues, subscriptions	0.00		
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	417.77		
Total 6610 · Payroll	417.77		
6630 · Payroll Taxes	28.13		
6650 · Benefits			
6650 · Benefits - Other	0.00		

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

	<u>Total Committees</u>		
	<u>Jan - Aug 10</u>	<u>Budget</u>	<u>\$ Over Budget</u>
Total 6650 · Benefits	0.00		
6660 · Workers' Comp Insurance	0.00		
6600 · Employee Expenses - Other	0.00		
Total 6600 · Employee Expenses	482.40		
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	2,869.34	7,925.00	-5,055.66
Net Ordinary Income	-2,869.34	-7,925.00	5,055.66
Net Income	-2,869.34	-7,925.00	5,055.66

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

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	<u>Facil (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	0.0%	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		11,106.94	15,550.00
6320 · Grounds		3,795.00	6,000.00
6330 · Building upkeep			
6336 · Repairs & Maintenance		7,274.94	
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>8,993.62</u>	<u>20,000.00</u>
6340 · Property & Liability Insurance		9,268.75	8,850.00
6350 · Utilities			
6352 · Electric & Water		7,729.41	17,661.00
6354 · Gas		1,492.69	1,862.00

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

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	<u>Budget</u>
			Facil (D)
6357 · Trash Removal		812.10	710.00
6358 · Drainage		2,068.64	3,767.00
6359 · Recycling		0.00	360.00
Total 6350 · Utilities		<u>12,102.84</u>	<u>24,360.00</u>
6360 · Security		50.00	
Total 6300 · Repairs and Upkeep		<u>45,317.15</u>	<u>74,760.00</u>
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	
6560 · Membership, dues, subscriptions		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		12,093.71	18,360.00
Total 6610 · Payroll		<u>12,093.71</u>	<u>18,360.00</u>
6630 · Payroll Taxes		919.65	1,405.00
6650 · Benefits			
6650 · Benefits - Other		0.00	

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

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	<u>Budget</u>
Total 6650 · Benefits		0.00	
6660 · Workers' Comp Insurance		0.00	
6600 · Employee Expenses - Other		1,813.88	
Total 6600 · Employee Expenses		<u>14,827.24</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>36.21%</u>	<u>60,177.75</u>	<u>94,525.00</u>
Net Ordinary Income	<u>36.21%</u>	<u>-60,177.75</u>	<u>-94,525.00</u>
Net Income	<u><u>36.21%</u></u>	<u><u>-60,177.75</u></u>	<u><u>-94,525.00</u></u>

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

	ity & Grounds apartments)	
	<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	-4,443.06	71.43%
6320 · Grounds	-2,205.00	63.25%
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>-11,006.38</u>	<u>44.97%</u>
6340 · Property & Liability Insurance	418.75	104.73%
6350 · Utilities		
6352 · Electric & Water	-9,931.59	43.77%
6354 · Gas	-369.31	80.17%

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

	ity & Grounds apartments)	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
6357 · Trash Removal	102.10	114.38%
6358 · Drainage	-1,698.36	54.92%
6359 · Recycling	-360.00	0.0%
Total 6350 · Utilities	-12,257.16	49.68%
6360 · Security		
Total 6300 · Repairs and Upkeep	-29,442.85	60.62%
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		
6560 · Membership, dues, subscriptions		
6570 · Outside Services		
6580 · Professional Expenses		
6500 · Miscellaneous - Other		
Total 6500 · Miscellaneous		
6600 · Employee Expenses		
6670 · Other Employee Expenses		
6610 · Payroll		
6610 · Payroll - Other	-6,266.29	65.87%
Total 6610 · Payroll	-6,266.29	65.87%
6630 · Payroll Taxes	-485.35	65.46%
6650 · Benefits		
6650 · Benefits - Other		

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

	ity & Grounds apartments)	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
Total 6650 · Benefits		
6660 · Workers' Comp Insurance		
6600 · Employee Expenses - Other		
Total 6600 · Employee Expenses	<u>-4,937.76</u>	<u>75.02%</u>
6700 · Charitable Contributions		
6710 · UUA		
6720 · SWUUC		
6730 · Other UUA		
6790 · Other contributions		
Total 6700 · Charitable Contributions	<u> </u>	<u> </u>
Total Expense	<u>-34,347.25</u>	<u>63.66%</u>
Net Ordinary Income	<u>34,347.25</u>	<u>63.66%</u>
Net Income	<u><u>34,347.25</u></u>	<u><u>63.66%</u></u>

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

	Ministry (Departments)		
	Jan - Aug 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		
6100 · Ministry Support			
6110 · Guest Speaker / Musician	1,000.00	1,000.00	0.00
6130 · Publications	4,000.00	6,200.00	-2,200.00
Total 6100 · Ministry Support	5,000.00	7,200.00	-2,200.00
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	43.19		
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 August 2010

	Ministry (Departments)		
	Jan - Aug 10	Budget	\$ Over Budget
6357 · Trash Removal	0.00		
6358 · Drainage	0.00		
6359 · Recycling	0.00		
Total 6350 · Utilities	0.00		
6360 · Security	0.00		
Total 6300 · Repairs and Upkeep	0.00		
6400 · In house services			
6410 · Printing			
6416 · Special Copies	0.70		
6412 · Copier Lease	0.00		
6414 · Outside printing	0.00		
Total 6410 · Printing	0.70		
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	0.70		
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		
6560 · Membership, dues, subscriptions	0.00		
6570 · Outside Services	0.00		
6580 · Professional Expenses	2,848.49	7,500.00	-4,651.51
6500 · Miscellaneous - Other	0.00		
Total 6500 · Miscellaneous	2,848.49	7,500.00	-4,651.51
6600 · Employee Expenses			
6670 · Other Employee Expenses	0.00		
6610 · Payroll			
6610 · Payroll - Other	54,689.26	81,150.00	-26,460.74
Total 6610 · Payroll	54,689.26	81,150.00	-26,460.74
6630 · Payroll Taxes	310.29	470.00	-159.71
6650 · Benefits			
6650 · Benefits - Other	5,870.38	7,972.00	-2,101.62

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

	Ministry (Departments)		
	Jan - Aug 10	Budget	\$ Over Budget
Total 6650 · Benefits	5,870.38	7,972.00	-2,101.62
6660 · Workers' Comp Insurance	0.00		
6600 · Employee Expenses - Other	0.00		
Total 6600 · Employee Expenses	60,869.93	89,592.00	-28,722.07
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	68,762.31	104,292.00	-35,529.69
Net Ordinary Income	-68,762.31	-104,292.00	35,529.69
Net Income	-68,762.31	-104,292.00	35,529.69

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

	<u>% of Budget</u>	<u>Jan - Aug 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	100.0%	1,375.00	
6130 · Publications	64.52%	0.00	
Total 6100 · Ministry Support	<u>69.44%</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 August 2010

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	<u>Budget</u>
6357 · Trash Removal		0.00	
6358 · Drainage		0.00	
6359 · Recycling		0.00	
Total 6350 · Utilities		0.00	
6360 · Security		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		19.27	
Total 6410 · Printing		19.27	
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		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		0.00	
6520 · Committees & Member Support		0.00	
6560 · Membership, dues, subscriptions		0.00	
6570 · Outside Services		0.00	
6580 · Professional Expenses	37.98%	20.62	1,000.00
6500 · Miscellaneous - Other		0.00	
Total 6500 · Miscellaneous	37.98%	20.62	1,000.00
6600 · Employee Expenses			
6670 · Other Employee Expenses		0.00	
6610 · Payroll			
6610 · Payroll - Other	67.39%	39,997.71	63,000.00
Total 6610 · Payroll	67.39%	39,997.71	63,000.00
6630 · Payroll Taxes	66.02%	3,140.19	4,820.00
6650 · Benefits			
6650 · Benefits - Other	73.64%	3,995.37	5,111.00

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

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	<u>Budget</u>
Total 6650 · Benefits	73.64%	3,995.37	5,111.00
6660 · Workers' Comp Insurance		0.00	
6600 · Employee Expenses - Other		163.46	
Total 6600 · Employee Expenses	67.94%	47,296.73	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	65.93%	49,838.53	80,431.00
Net Ordinary Income	65.93%	-49,838.53	-80,431.00
Net Income	<u>65.93%</u>	<u>-49,838.53</u>	<u>-80,431.00</u>

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

	Music Dept 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	-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 August 2010

	<u>Music Dept departments)</u>	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
6357 · Trash Removal		
6358 · Drainage		
6359 · Recycling		
Total 6350 · Utilities		
6360 · Security		
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		
6560 · Membership, dues, subscriptions		
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	-23,002.29	63.49%
Total 6610 · Payroll	<u>-23,002.29</u>	<u>63.49%</u>
6630 · Payroll Taxes	-1,679.81	65.15%
6650 · Benefits		
6650 · Benefits - Other	-1,115.63	78.17%

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

	Music Dept apartments)	
	\$ Over Budget	% of Budget
Total 6650 · Benefits	-1,115.63	78.17%
6660 · Workers' Comp Insurance		
6600 · Employee Expenses - Other		
Total 6600 · Employee Expenses	-25,634.27	64.85%
6700 · Charitable Contributions		
6710 · UUA		
6720 · SWUUC		
6730 · Other UUA		
6790 · Other contributions		
Total 6700 · Charitable Contributions		
Total Expense	-30,592.47	61.96%
Net Ordinary Income	30,592.47	61.96%
Net Income	30,592.47	61.96%

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

	Program Support (Departments)		
	Jan - Aug 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		
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	1,072.88	4,500.00	-3,427.12
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	1,446.34	4,500.00	-3,053.66
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 August 2010

	Program Support (Departments)		
	Jan - Aug 10	Budget	\$ Over Budget
6357 · Trash Removal	0.00		
6358 · Drainage	0.00		
6359 · Recycling	0.00		
Total 6350 · Utilities	0.00		
6360 · Security	0.00		
Total 6300 · Repairs and Upkeep	0.00		
6400 · In house services			
6410 · Printing			
6416 · Special Copies	40.61		
6412 · Copier Lease	7,810.00	15,000.00	-7,190.00
6414 · Outside printing	0.00		
Total 6410 · Printing	7,850.61	15,000.00	-7,149.39
6420 · Communications, Data & Tech			
6422 · Internet service	827.01	1,400.00	-572.99
6424 · Data System Fees	772.65	2,000.00	-1,227.35
6426 · Website hosting	71.70	400.00	-328.30
6428 · Equipment	0.00	3,000.00	-3,000.00
6430 · Postage	627.46	4,500.00	-3,872.54
6432 · Telephone	2,225.73	4,000.00	-1,774.27
Total 6420 · Communications, Data & Tech	4,524.55	15,300.00	-10,775.45
Total 6400 · In house services	12,375.16	30,300.00	-17,924.84
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		
6560 · Membership, dues, subscriptions	0.00		
6570 · Outside Services	63.50		
6580 · Professional Expenses	191.05	500.00	-308.95
6500 · Miscellaneous - Other	0.00	3,500.00	-3,500.00
Total 6500 · Miscellaneous	304.55	4,300.00	-3,995.45
6600 · Employee Expenses			
6670 · Other Employee Expenses	94.50		
6610 · Payroll			
6610 · Payroll - Other	74,921.80	118,300.00	-43,378.20
Total 6610 · Payroll	74,921.80	118,300.00	-43,378.20
6630 · Payroll Taxes	5,879.76	9,050.00	-3,170.24
6650 · Benefits			
6650 · Benefits - Other	13,402.55	23,754.00	-10,351.45

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

	Program Support (Departments)		
	Jan - Aug 10	Budget	\$ Over Budget
Total 6650 · Benefits	13,402.55	23,754.00	-10,351.45
6660 · Workers' Comp Insurance	0.00		
6600 · Employee Expenses - Other	0.00		
Total 6600 · Employee Expenses	94,298.61	151,104.00	-56,805.39
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	108,424.66	190,204.00	-81,779.34
Net Ordinary Income	-108,424.66	-190,204.00	81,779.34
Net Income	-108,424.66	-190,204.00	81,779.34

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

	% of Budget	Jan - Aug 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		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	23.84%	0.00
6220 · Worship Supplies		0.00
6230 · Kitchen Supplies		0.00
6240 · Sunday Coffee Service	0.0%	0.00
6290 · Other supplies		265.98
6200 · Supplies & Materials - Other		0.00
Total 6200 · Supplies & Materials	32.14%	265.98
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 August 2010

	<u>% of Budget</u>	<u>Jan - Aug 10</u>
6357 · Trash Removal		0.00
6358 · Drainage		0.00
6359 · Recycling		0.00
Total 6350 · Utilities		0.00
6360 · Security		0.00
Total 6300 · Repairs and Upkeep		0.00
6400 · In house services		
6410 · Printing		
6416 · Special Copies		0.00
6412 · Copier Lease	52.07%	0.00
6414 · Outside printing		0.00
Total 6410 · Printing	52.34%	0.00
6420 · Communications, Data & Tech		
6422 · Internet service	59.07%	0.00
6424 · Data System Fees	38.63%	0.00
6426 · Website hosting	17.93%	0.00
6428 · Equipment	0.0%	0.00
6430 · Postage	13.94%	0.00
6432 · Telephone	55.64%	0.00
Total 6420 · Communications, Data & Tech	29.57%	0.00
Total 6400 · In house services	40.84%	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
6560 · Membership, dues, subscriptions		0.00
6570 · Outside Services		0.00
6580 · Professional Expenses	38.21%	405.80
6500 · Miscellaneous - Other	0.0%	0.00
Total 6500 · Miscellaneous	7.08%	405.80
6600 · Employee Expenses		
6670 · Other Employee Expenses		8.00
6610 · Payroll		
6610 · Payroll - Other	63.33%	60,107.99
Total 6610 · Payroll	63.33%	60,107.99
6630 · Payroll Taxes	64.97%	4,587.85
6650 · Benefits		
6650 · Benefits - Other	56.42%	0.00

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

	<u>% of Budget</u>	<u>Jan - Aug 10</u>
Total 6650 · Benefits	56.42%	0.00
6660 · Workers' Comp Insurance		0.00
6600 · Employee Expenses - Other		10.78
Total 6600 · Employee Expenses	<u>62.41%</u>	<u>64,714.62</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>57.0%</u>	<u>65,386.40</u>
Net Ordinary Income	<u>57.0%</u>	<u>-65,386.40</u>
Net Income	<u><u>57.0%</u></u>	<u><u>-65,386.40</u></u>

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

	Religious Ed Dept (Departments)		
	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	1,150.00	-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 August 2010

	Religious Ed Dept (Departments)		
	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
6357 · Trash Removal			
6358 · Drainage			
6359 · Recycling			
Total 6350 · Utilities			
6360 · Security			
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			
6560 · Membership, dues, subscriptions			
6570 · Outside Services			
6580 · Professional Expenses			
6500 · Miscellaneous - Other			
Total 6500 · Miscellaneous			
6600 · Employee Expenses			
6670 · Other Employee Expenses			
6610 · Payroll			
6610 · Payroll - Other	99,245.00	-39,137.01	60.57%
Total 6610 · Payroll	99,245.00	-39,137.01	60.57%
6630 · Payroll Taxes	7,592.00	-3,004.15	60.43%
6650 · Benefits			
6650 · Benefits - Other			

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

	Religious Ed Dept (Departments)		
	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Total 6650 · Benefits			
6660 · Workers' Comp Insurance			
6600 · Employee Expenses - Other			
Total 6600 · Employee Expenses	<u>106,837.00</u>	<u>-42,122.38</u>	<u>60.57%</u>
6700 · Charitable Contributions			
6710 · UUA			
6720 · SWUUC			
6730 · Other UUA			
6790 · Other contributions			
Total 6700 · Charitable Contributions			
Total Expense	<u>107,987.00</u>	<u>-42,600.60</u>	<u>60.55%</u>
Net Ordinary Income	<u>-107,987.00</u>	<u>42,600.60</u>	<u>60.55%</u>
Net Income	<u><u>-107,987.00</u></u>	<u><u>42,600.60</u></u>	<u><u>60.55%</u></u>

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

	Total Dep	
	Jan - Aug 10	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
6100 · Ministry Support		
6110 · Guest Speaker / Musician	2,375.00	1,000.00
6130 · Publications	4,000.00	6,200.00
Total 6100 · Ministry Support	6,375.00	7,200.00
6200 · Supplies & Materials		
6210 · Office supplies	1,072.88	4,500.00
6220 · Worship Supplies	1,170.10	
6230 · Kitchen Supplies	292.50	
6240 · Sunday Coffee Service	0.00	0.00
6290 · Other supplies	380.30	
6200 · Supplies & Materials - Other	0.00	0.00
Total 6200 · Supplies & Materials	2,915.78	4,500.00
6300 · Repairs and Upkeep		
6310 · Custodial Services	11,106.94	15,550.00
6320 · Grounds	3,795.00	6,000.00
6330 · Building upkeep		
6336 · Repairs & Maintenance	7,274.94	
6332 · Security Alarm	209.94	
6334 · Pest Control	1,508.74	
6330 · Building upkeep - Other	0.00	20,000.00
Total 6330 · Building upkeep	8,993.62	20,000.00
6340 · Property & Liability Insurance	9,268.75	8,850.00
6350 · Utilities		
6352 · Electric & Water	7,729.41	17,661.00
6354 · Gas	1,492.69	1,862.00

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

	Total Dep	
	Jan - Aug 10	Budget
6357 · Trash Removal	812.10	710.00
6358 · Drainage	2,068.64	3,767.00
6359 · Recycling	0.00	360.00
Total 6350 · Utilities	12,102.84	24,360.00
6360 · Security	50.00	
Total 6300 · Repairs and Upkeep	45,317.15	74,760.00
6400 · In house services		
6410 · Printing		
6416 · Special Copies	41.31	
6412 · Copier Lease	7,810.00	15,000.00
6414 · Outside printing	19.27	
Total 6410 · Printing	7,870.58	15,000.00
6420 · Communications, Data & Tech		
6422 · Internet service	827.01	1,400.00
6424 · Data System Fees	772.65	2,000.00
6426 · Website hosting	71.70	400.00
6428 · Equipment	0.00	3,000.00
6430 · Postage	627.46	4,500.00
6432 · Telephone	2,225.73	4,000.00
Total 6420 · Communications, Data & Tech	4,524.55	15,300.00
Total 6400 · In house services	12,395.13	30,300.00
6500 · Miscellaneous		
6510 · Banking expenses		
6516 · Credit Card Fees	0.00	
6512 · Bank fees	0.00	250.00
6514 · safe deposit box	50.00	50.00
Total 6510 · Banking expenses	50.00	300.00
6520 · Committees & Member Support	0.00	
6560 · Membership, dues, subscriptions	0.00	
6570 · Outside Services	63.50	
6580 · Professional Expenses	3,465.96	9,000.00
6500 · Miscellaneous - Other	0.00	3,500.00
Total 6500 · Miscellaneous	3,579.46	12,800.00
6600 · Employee Expenses		
6670 · Other Employee Expenses	102.50	
6610 · Payroll		
6610 · Payroll - Other	241,810.47	380,055.00
Total 6610 · Payroll	241,810.47	380,055.00
6630 · Payroll Taxes	14,837.74	23,337.00
6650 · Benefits		
6650 · Benefits - Other	23,268.30	36,837.00

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

	Total Dep	
	Jan - Aug 10	Budget
Total 6650 · Benefits	23,268.30	36,837.00
6660 · Workers' Comp Insurance	0.00	
6600 · Employee Expenses - Other	1,988.12	
Total 6600 · Employee Expenses	282,007.13	440,229.00
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	 352,589.65	 577,439.00
 Net Ordinary Income	 -352,589.65	 -577,439.00
 Net Income	 -352,589.65	 -577,439.00

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

	<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	-7,650.00	0.0%
6100 · Ministry Support		
6110 · Guest Speaker / Musician	1,375.00	237.5%
6130 · Publications	-2,200.00	64.52%
Total 6100 · Ministry Support	<u>-825.00</u>	<u>88.54%</u>
6200 · Supplies & Materials		
6210 · Office supplies	-3,427.12	23.84%
6220 · Worship Supplies		
6230 · Kitchen Supplies		
6240 · Sunday Coffee Service	0.00	0.0%
6290 · Other supplies		
6200 · Supplies & Materials - Other	0.00	0.0%
Total 6200 · Supplies & Materials	<u>-1,584.22</u>	<u>64.8%</u>
6300 · Repairs and Upkeep		
6310 · Custodial Services	-4,443.06	71.43%
6320 · Grounds	-2,205.00	63.25%
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>-11,006.38</u>	<u>44.97%</u>
6340 · Property & Liability Insurance	418.75	104.73%
6350 · Utilities		
6352 · Electric & Water	-9,931.59	43.77%
6354 · Gas	-369.31	80.17%

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

	<u>Departments</u>	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
6357 · Trash Removal	102.10	114.38%
6358 · Drainage	-1,698.36	54.92%
6359 · Recycling	-360.00	0.0%
Total 6350 · Utilities	-12,257.16	49.68%
6360 · Security		
Total 6300 · Repairs and Upkeep	-29,442.85	60.62%
6400 · In house services		
6410 · Printing		
6416 · Special Copies		
6412 · Copier Lease	-7,190.00	52.07%
6414 · Outside printing		
Total 6410 · Printing	-7,129.42	52.47%
6420 · Communications, Data & Tech		
6422 · Internet service	-572.99	59.07%
6424 · Data System Fees	-1,227.35	38.63%
6426 · Website hosting	-328.30	17.93%
6428 · Equipment	-3,000.00	0.0%
6430 · Postage	-3,872.54	13.94%
6432 · Telephone	-1,774.27	55.64%
Total 6420 · Communications, Data & Tech	-10,775.45	29.57%
Total 6400 · In house services	-17,904.87	40.91%
6500 · Miscellaneous		
6510 · Banking expenses		
6516 · Credit Card Fees		
6512 · Bank fees	-250.00	0.0%
6514 · safe deposit box	0.00	100.0%
Total 6510 · Banking expenses	-250.00	16.67%
6520 · Committees & Member Support		
6560 · Membership, dues, subscriptions		
6570 · Outside Services		
6580 · Professional Expenses	-5,534.04	38.51%
6500 · Miscellaneous - Other	-3,500.00	0.0%
Total 6500 · Miscellaneous	-9,220.54	27.97%
6600 · Employee Expenses		
6670 · Other Employee Expenses		
6610 · Payroll		
6610 · Payroll - Other	-138,244.53	63.63%
Total 6610 · Payroll	-138,244.53	63.63%
6630 · Payroll Taxes	-8,499.26	63.58%
6650 · Benefits		
6650 · Benefits - Other	-13,568.70	63.17%

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

	<u>Departments</u>	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
Total 6650 · Benefits	-13,568.70	63.17%
6660 · Workers' Comp Insurance		
6600 · Employee Expenses - Other		
Total 6600 · Employee Expenses	<u>-158,221.87</u>	<u>64.06%</u>
6700 · Charitable Contributions		
6710 · UUA		
6720 · SWUUC		
6730 · Other UUA		
6790 · Other contributions		
Total 6700 · Charitable Contributions		
Total Expense	<u>-224,849.35</u>	<u>61.06%</u>
Net Ordinary Income	<u>224,849.35</u>	<u>61.06%</u>
Net Income	<u><u>224,849.35</u></u>	<u><u>61.06%</u></u>

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

	Other Operating Fund		
	Jan - Aug 10	Budget	\$ Over Budget
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum	993.84		
4110 · Pledge	276,226.43	450,000.00	-173,773.57
4120 · Sunday Plate	21,490.14	65,000.00	-43,509.86
4130 · Sunday Coffee Service	1,795.74	4,000.00	-2,204.26
4190 · Other	5,479.34	5,000.00	479.34
4100 · Contributions - Other	1,121.00		
Total 4100 · Contributions	307,106.49	524,000.00	-216,893.51
4200 · Rental	35,582.26	50,000.00	-14,417.74
4400 · Misc Income	5,784.48	2,000.00	3,784.48
Total 4000 · Unrestricted Income	348,473.23	576,000.00	-227,526.77
4300 · Interest & Dividends	228.50	72.00	156.50
Total Income	348,701.73	576,072.00	-227,370.27
Expense			
6000 · General Expenses	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	2,692.47	5,000.00	-2,307.53
6290 · Other supplies	0.00		
6200 · Supplies & Materials - Other	0.00		
Total 6200 · Supplies & Materials	2,692.47	5,000.00	-2,307.53
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 August 2010

		Other Operating Fund		
		Jan - Aug 10	Budget	\$ Over Budget
	6357 · Trash Removal	0.00		
	6358 · Drainage	0.00		
	6359 · Recycling	0.00		
	Total 6350 · Utilities	0.00		
	6360 · Security	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	2,509.11		
	6512 · Bank fees	0.00		
	6514 · safe deposit box	0.00		
	Total 6510 · Banking expenses	2,509.11		
	6520 · Committees & Member Support	0.00		
	6560 · Membership, dues, subscriptions	18.00		
	6570 · Outside Services	0.00		
	6580 · Professional Expenses	0.00		
	6500 · Miscellaneous - Other	0.00		
	Total 6500 · Miscellaneous	2,527.11		
6600 · Employee Expenses				
	6670 · Other Employee Expenses	0.00		
	6610 · Payroll			
	6610 · Payroll - Other	1,817.34		
	Total 6610 · Payroll	1,817.34		
	6630 · Payroll Taxes	100.30		
	6650 · Benefits			
	6650 · Benefits - Other	0.00		

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

	Other Operating Fund		
	Jan - Aug 10	Budget	\$ Over Budget
Total 6650 · Benefits	0.00		
6660 · Workers' Comp Insurance	0.00	4,692.00	-4,692.00
6600 · Employee Expenses - Other	1,151.12		
Total 6600 · Employee Expenses	3,068.76	4,692.00	-1,623.24
6700 · Charitable Contributions			
6710 · UUA	4,500.00	6,000.00	-1,500.00
6720 · SWUUC	5,000.00	5,000.00	0.00
6730 · Other UUA	150.00	350.00	-200.00
6790 · Other contributions	0.00	1,000.00	-1,000.00
Total 6700 · Charitable Contributions	9,650.00	12,350.00	-2,700.00
Total Expense	17,938.34	22,042.00	-4,103.66
Net Ordinary Income	330,763.39	554,030.00	-223,266.61
Net Income	330,763.39	554,030.00	-223,266.61

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

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	<u>Total u Budget</u>
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum		0.00	0.00
4110 · Pledge	61.38%	0.00	0.00
4120 · Sunday Plate	33.06%	0.00	0.00
4130 · Sunday Coffee Service	44.89%	0.00	0.00
4190 · Other	109.59%	0.00	0.00
4100 · Contributions - Other		0.00	0.00
Total 4100 · Contributions	<u>58.61%</u>	<u>0.00</u>	<u>0.00</u>
4200 · Rental	71.17%	0.00	0.00
4400 · Misc Income	289.22%	0.00	0.00
Total 4000 · Unrestricted Income	<u>60.5%</u>	<u>0.00</u>	<u>0.00</u>
4300 · Interest & Dividends	317.36%	0.00	0.00
Total Income	<u>60.53%</u>	<u>0.00</u>	<u>0.00</u>
Expense			
6000 · General Expenses		0.00	0.00
6100 · Ministry Support			
6110 · Guest Speaker / Musician		0.00	0.00
6130 · Publications		0.00	0.00
Total 6100 · Ministry Support		<u>0.00</u>	<u>0.00</u>
6200 · Supplies & Materials			
6210 · Office supplies		0.00	0.00
6220 · Worship Supplies		0.00	0.00
6230 · Kitchen Supplies		0.00	0.00
6240 · Sunday Coffee Service	53.85%	0.00	0.00
6290 · Other supplies		0.00	0.00
6200 · Supplies & Materials - Other		0.00	0.00
Total 6200 · Supplies & Materials	<u>53.85%</u>	<u>0.00</u>	<u>0.00</u>
6300 · Repairs and Upkeep			
6310 · Custodial Services		0.00	0.00
6320 · Grounds		0.00	0.00
6330 · Building upkeep			
6336 · Repairs & Maintenance		0.00	0.00
6332 · Security Alarm		0.00	0.00
6334 · Pest Control		0.00	0.00
6330 · Building upkeep - Other		0.00	0.00
Total 6330 · Building upkeep		<u>0.00</u>	<u>0.00</u>
6340 · Property & Liability Insurance		0.00	0.00
6350 · Utilities			
6352 · Electric & Water		0.00	0.00
6354 · Gas		0.00	0.00

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

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	<u>Total u Budget</u>
6357 · Trash Removal		0.00	0.00
6358 · Drainage		0.00	0.00
6359 · Recycling		0.00	0.00
Total 6350 · Utilities		<u>0.00</u>	<u>0.00</u>
6360 · Security		0.00	0.00
Total 6300 · Repairs and Upkeep		<u>0.00</u>	<u>0.00</u>
6400 · In house services			
6410 · Printing			
6416 · Special Copies		0.00	0.00
6412 · Copier Lease		0.00	0.00
6414 · Outside printing		0.00	0.00
Total 6410 · Printing		<u>0.00</u>	<u>0.00</u>
6420 · Communications, Data & Tech			
6422 · Internet service		0.00	0.00
6424 · Data System Fees		0.00	0.00
6426 · Website hosting		0.00	0.00
6428 · Equipment		0.00	0.00
6430 · Postage		0.00	0.00
6432 · Telephone		0.00	0.00
Total 6420 · Communications, Data & Tech		<u>0.00</u>	<u>0.00</u>
Total 6400 · In house services		0.00	0.00
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees		0.00	0.00
6512 · Bank fees		0.00	0.00
6514 · safe deposit box		0.00	0.00
Total 6510 · Banking expenses		<u>0.00</u>	<u>0.00</u>
6520 · Committees & Member Support		0.00	0.00
6560 · Membership, dues, subscriptions		0.00	0.00
6570 · Outside Services		0.00	0.00
6580 · Professional Expenses		0.00	0.00
6500 · Miscellaneous - Other		0.00	0.00
Total 6500 · Miscellaneous		<u>0.00</u>	<u>0.00</u>
6600 · Employee Expenses			
6670 · Other Employee Expenses		0.00	0.00
6610 · Payroll			
6610 · Payroll - Other		0.00	0.00
Total 6610 · Payroll		<u>0.00</u>	<u>0.00</u>
6630 · Payroll Taxes		0.00	0.00
6650 · Benefits			
6650 · Benefits - Other		0.00	0.00

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

	<u>% of Budget</u>	<u>Jan - Aug 10</u>	<u>Budget</u>
Total 6650 · Benefits		0.00	0.00
6660 · Workers' Comp Insurance	0.0%	0.00	0.00
6600 · Employee Expenses - Other		0.00	0.00
Total 6600 · Employee Expenses	<u>65.4%</u>	<u>0.00</u>	<u>0.00</u>
6700 · Charitable Contributions			
6710 · UUA	75.0%	0.00	0.00
6720 · SWUUC	100.0%	0.00	0.00
6730 · Other UUA	42.86%	0.00	0.00
6790 · Other contributions	0.0%	0.00	0.00
Total 6700 · Charitable Contributions	<u>78.14%</u>	<u>0.00</u>	<u>0.00</u>
Total Expense	<u>81.38%</u>	<u>0.00</u>	<u>0.00</u>
Net Ordinary Income	<u>59.7%</u>	<u>0.00</u>	<u>0.00</u>
Net Income	<u><u>59.7%</u></u>	<u><u>0.00</u></u>	<u><u>0.00</u></u>

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

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

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

	<u>inclassified</u>	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
6357 · Trash Removal	0.00	0.0%
6358 · Drainage	0.00	0.0%
6359 · Recycling	0.00	0.0%
Total 6350 · Utilities	0.00	0.0%
6360 · Security	0.00	0.0%
Total 6300 · Repairs and Upkeep	0.00	0.0%
6400 · In house services		
6410 · Printing		
6416 · Special Copies	0.00	0.0%
6412 · Copier Lease	0.00	0.0%
6414 · Outside printing	0.00	0.0%
Total 6410 · Printing	0.00	0.0%
6420 · Communications, Data & Tech		
6422 · Internet service	0.00	0.0%
6424 · Data System Fees	0.00	0.0%
6426 · Website hosting	0.00	0.0%
6428 · Equipment	0.00	0.0%
6430 · Postage	0.00	0.0%
6432 · Telephone	0.00	0.0%
Total 6420 · Communications, Data & Tech	0.00	0.0%
Total 6400 · In house services	0.00	0.0%
6500 · Miscellaneous		
6510 · Banking expenses		
6516 · Credit Card Fees	0.00	0.0%
6512 · Bank fees	0.00	0.0%
6514 · safe deposit box	0.00	0.0%
Total 6510 · Banking expenses	0.00	0.0%
6520 · Committees & Member Support	0.00	0.0%
6560 · Membership, dues, subscriptions	0.00	0.0%
6570 · Outside Services	0.00	0.0%
6580 · Professional Expenses	0.00	0.0%
6500 · Miscellaneous - Other	0.00	0.0%
Total 6500 · Miscellaneous	0.00	0.0%
6600 · Employee Expenses		
6670 · Other Employee Expenses	0.00	0.0%
6610 · Payroll		
6610 · Payroll - Other	0.00	0.0%
Total 6610 · Payroll	0.00	0.0%
6630 · Payroll Taxes	0.00	0.0%
6650 · Benefits		
6650 · Benefits - Other	0.00	0.0%

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

	<u>inclassified</u>	
	<u>\$ Over Budget</u>	<u>% of Budget</u>
Total 6650 · Benefits	0.00	0.0%
6660 · Workers' Comp Insurance	0.00	0.0%
6600 · Employee Expenses - Other	0.00	0.0%
Total 6600 · Employee Expenses	<u>0.00</u>	<u>0.0%</u>
6700 · Charitable Contributions		
6710 · UUA	0.00	0.0%
6720 · SWUUC	0.00	0.0%
6730 · Other UUA	0.00	0.0%
6790 · Other contributions	0.00	0.0%
Total 6700 · Charitable Contributions	<u>0.00</u>	<u>0.0%</u>
Total Expense	<u>0.00</u>	<u>0.0%</u>
Net Ordinary Income	<u>0.00</u>	<u>0.0%</u>
Net Income	<u><u>0.00</u></u>	<u><u>0.0%</u></u>

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

	TOTAL		
	Jan - Aug 10	Budget	\$ Over Budget
Ordinary Income/Expense			
Income			
4000 · Unrestricted Income			
4100 · Contributions			
4140 · Forum	993.84	0.00	993.84
4110 · Pledge	276,226.43	450,000.00	-173,773.57
4120 · Sunday Plate	21,490.14	65,000.00	-43,509.86
4130 · Sunday Coffee Service	1,795.74	4,000.00	-2,204.26
4190 · Other	5,479.34	5,000.00	479.34
4100 · Contributions - Other	1,121.00	0.00	1,121.00
Total 4100 · Contributions	<u>307,106.49</u>	<u>524,000.00</u>	<u>-216,893.51</u>
4200 · Rental	35,582.26	50,000.00	-14,417.74
4400 · Misc Income	5,784.48	2,000.00	3,784.48
Total 4000 · Unrestricted Income	<u>348,473.23</u>	<u>576,000.00</u>	<u>-227,526.77</u>
4300 · Interest & Dividends	228.50	72.00	156.50
Total Income	<u>348,701.73</u>	<u>576,072.00</u>	<u>-227,370.27</u>
Expense			
6000 · General Expenses	0.00	15,575.00	-15,575.00
6100 · Ministry Support			
6110 · Guest Speaker / Musician	2,375.00	1,000.00	1,375.00
6130 · Publications	4,000.00	6,200.00	-2,200.00
Total 6100 · Ministry Support	<u>6,375.00</u>	<u>7,200.00</u>	<u>-825.00</u>
6200 · Supplies & Materials			
6210 · Office supplies	1,087.58	4,500.00	-3,412.42
6220 · Worship Supplies	1,170.10	0.00	1,170.10
6230 · Kitchen Supplies	292.50	0.00	292.50
6240 · Sunday Coffee Service	2,692.47	5,000.00	-2,307.53
6290 · Other supplies	1,389.18	0.00	1,389.18
6200 · Supplies & Materials - Other	0.00	0.00	0.00
Total 6200 · Supplies & Materials	<u>6,631.83</u>	<u>9,500.00</u>	<u>-2,868.17</u>
6300 · Repairs and Upkeep			
6310 · Custodial Services	11,106.94	15,550.00	-4,443.06
6320 · Grounds	3,795.00	6,000.00	-2,205.00
6330 · Building upkeep			
6336 · Repairs & Maintenance	7,274.94	0.00	7,274.94
6332 · Security Alarm	209.94	0.00	209.94
6334 · Pest Control	1,508.74	0.00	1,508.74
6330 · Building upkeep - Other	0.00	20,000.00	-20,000.00
Total 6330 · Building upkeep	<u>8,993.62</u>	<u>20,000.00</u>	<u>-11,006.38</u>
6340 · Property & Liability Insurance	9,268.75	8,850.00	418.75
6350 · Utilities			
6352 · Electric & Water	7,729.41	17,661.00	-9,931.59
6354 · Gas	1,492.69	1,862.00	-369.31

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

	TOTAL		
	Jan - Aug 10	Budget	\$ Over Budget
6357 · Trash Removal	812.10	710.00	102.10
6358 · Drainage	2,068.64	3,767.00	-1,698.36
6359 · Recycling	0.00	360.00	-360.00
Total 6350 · Utilities	12,102.84	24,360.00	-12,257.16
6360 · Security	50.00	0.00	50.00
Total 6300 · Repairs and Upkeep	45,317.15	74,760.00	-29,442.85
6400 · In house services			
6410 · Printing			
6416 · Special Copies	52.81	0.00	52.81
6412 · Copier Lease	7,810.00	15,000.00	-7,190.00
6414 · Outside printing	19.27	0.00	19.27
Total 6410 · Printing	7,882.08	15,000.00	-7,117.92
6420 · Communications, Data & Tech			
6422 · Internet service	827.01	1,400.00	-572.99
6424 · Data System Fees	772.65	2,000.00	-1,227.35
6426 · Website hosting	71.70	400.00	-328.30
6428 · Equipment	600.00	3,000.00	-2,400.00
6430 · Postage	870.26	4,500.00	-3,629.74
6432 · Telephone	2,225.73	4,000.00	-1,774.27
Total 6420 · Communications, Data & Tech	5,367.35	15,300.00	-9,932.65
Total 6400 · In house services	13,249.43	30,300.00	-17,050.57
6500 · Miscellaneous			
6510 · Banking expenses			
6516 · Credit Card Fees	2,509.11	0.00	2,509.11
6512 · Bank fees	0.00	250.00	-250.00
6514 · safe deposit box	50.00	50.00	0.00
Total 6510 · Banking expenses	2,559.11	300.00	2,259.11
6520 · Committees & Member Support	454.04	0.00	454.04
6560 · Membership, dues, subscriptions	18.00	0.00	18.00
6570 · Outside Services	63.50	0.00	63.50
6580 · Professional Expenses	3,520.98	9,000.00	-5,479.02
6500 · Miscellaneous - Other	0.00	3,500.00	-3,500.00
Total 6500 · Miscellaneous	6,615.63	12,800.00	-6,184.37
6600 · Employee Expenses			
6670 · Other Employee Expenses	139.00	0.00	139.00
6610 · Payroll			
6610 · Payroll - Other	244,045.58	380,055.00	-136,009.42
Total 6610 · Payroll	244,045.58	380,055.00	-136,009.42
6630 · Payroll Taxes	14,966.17	23,337.00	-8,370.83
6650 · Benefits			
6650 · Benefits - Other	23,268.30	36,837.00	-13,568.70

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

	TOTAL		
	Jan - Aug 10	Budget	\$ Over Budget
Total 6650 · Benefits	23,268.30	36,837.00	-13,568.70
6660 · Workers' Comp Insurance	0.00	4,692.00	-4,692.00
6600 · Employee Expenses - Other	3,139.24	0.00	3,139.24
Total 6600 · Employee Expenses	285,558.29	444,921.00	-159,362.71
6700 · Charitable Contributions			
6710 · UUA	4,500.00	6,000.00	-1,500.00
6720 · SWUUC	5,000.00	5,000.00	0.00
6730 · Other UUA	150.00	350.00	-200.00
6790 · Other contributions	0.00	1,000.00	-1,000.00
Total 6700 · Charitable Contributions	9,650.00	12,350.00	-2,700.00
Total Expense	373,397.33	607,406.00	-234,008.67
Net Ordinary Income	-24,695.60	-31,334.00	6,638.40
Net Income	-24,695.60	-31,334.00	6,638.40

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

	<u>% of Budget</u>
Ordinary Income/Expense	
Income	
4000 · Unrestricted Income	
4100 · Contributions	
4140 · Forum	100.0%
4110 · Pledge	61.38%
4120 · Sunday Plate	33.06%
4130 · Sunday Coffee Service	44.89%
4190 · Other	109.59%
4100 · Contributions - Other	<u>100.0%</u>
Total 4100 · Contributions	58.61%
4200 · Rental	71.17%
4400 · Misc Income	<u>289.22%</u>
Total 4000 · Unrestricted Income	60.5%
4300 · Interest & Dividends	<u>317.36%</u>
Total Income	60.53%
Expense	
6000 · General Expenses	0.0%
6100 · Ministry Support	
6110 · Guest Speaker / Musician	237.5%
6130 · Publications	<u>64.52%</u>
Total 6100 · Ministry Support	88.54%
6200 · Supplies & Materials	
6210 · Office supplies	24.17%
6220 · Worship Supplies	100.0%
6230 · Kitchen Supplies	100.0%
6240 · Sunday Coffee Service	53.85%
6290 · Other supplies	100.0%
6200 · Supplies & Materials - Other	<u>0.0%</u>
Total 6200 · Supplies & Materials	69.81%
6300 · Repairs and Upkeep	
6310 · Custodial Services	71.43%
6320 · Grounds	63.25%
6330 · Building upkeep	
6336 · Repairs & Maintenance	100.0%
6332 · Security Alarm	100.0%
6334 · Pest Control	100.0%
6330 · Building upkeep - Other	<u>0.0%</u>
Total 6330 · Building upkeep	44.97%
6340 · Property & Liability Insurance	104.73%
6350 · Utilities	
6352 · Electric & Water	43.77%
6354 · Gas	80.17%

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

	% of Budget
6357 · Trash Removal	114.38%
6358 · Drainage	54.92%
6359 · Recycling	0.0%
Total 6350 · Utilities	49.68%
6360 · Security	100.0%
Total 6300 · Repairs and Upkeep	60.62%
6400 · In house services	
6410 · Printing	
6416 · Special Copies	100.0%
6412 · Copier Lease	52.07%
6414 · Outside printing	100.0%
Total 6410 · Printing	52.55%
6420 · Communications, Data & Tech	
6422 · Internet service	59.07%
6424 · Data System Fees	38.63%
6426 · Website hosting	17.93%
6428 · Equipment	20.0%
6430 · Postage	19.34%
6432 · Telephone	55.64%
Total 6420 · Communications, Data & Tech	35.08%
Total 6400 · In house services	43.73%
6500 · Miscellaneous	
6510 · Banking expenses	
6516 · Credit Card Fees	100.0%
6512 · Bank fees	0.0%
6514 · safe deposit box	100.0%
Total 6510 · Banking expenses	853.04%
6520 · Committees & Member Support	100.0%
6560 · Membership, dues, subscriptions	100.0%
6570 · Outside Services	100.0%
6580 · Professional Expenses	39.12%
6500 · Miscellaneous - Other	0.0%
Total 6500 · Miscellaneous	51.69%
6600 · Employee Expenses	
6670 · Other Employee Expenses	100.0%
6610 · Payroll	
6610 · Payroll - Other	64.21%
Total 6610 · Payroll	64.21%
6630 · Payroll Taxes	64.13%
6650 · Benefits	
6650 · Benefits - Other	63.17%

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

	<u>% of Budget</u>
Total 6650 · Benefits	63.17%
6660 · Workers' Comp Insurance	0.0%
6600 · Employee Expenses - Other	100.0%
Total 6600 · Employee Expenses	<u>64.18%</u>
6700 · Charitable Contributions	
6710 · UUA	75.0%
6720 · SWUUC	100.0%
6730 · Other UUA	42.86%
6790 · Other contributions	0.0%
Total 6700 · Charitable Contributions	<u>78.14%</u>
Total Expense	<u>61.47%</u>
Net Ordinary Income	<u>78.81%</u>
Net Income	<u><u>78.81%</u></u>

total assets	\$2,782,708.53
Liabilities	\$6,490.96
restricted funds	\$510,514.50
fixed assets	\$2,181,162.75
UNR Cash bal	\$84,540.32
Months Op?	1.67
2010 expense budget	\$607,406.00

Governance Task Force Report 09-09-10

The GTF has primarily been working on the following:

- Linkage plan (to be voted on tonight and included elsewhere in the board materials)
- Preparation for September 26 at 1:30 P.M. governance training for the church and All Council. Joe Sullivan and the GTF will handle most of the presentation but hope as many board members as possible will attend.
- Gathering example policies and boilerplates in anticipation of Policy Picnic the evening of November 19 and day of November 20 (reminder for the board to mark your calendars!).

Board Homework

We will have an executive limitations exercise at the September board meeting but will only briefly discuss the remaining types of board policies (process and executive relationship). However, please look over and read the examples of these types of policies that Chris sent by email earlier and which we have also included in the materials for this board meeting, as we will do an exercise with them in October.

You can also download a combined set of the example policies that have been sent out so far along with Carver boilerplate samples [by clicking here](#). If link does not work try clicking on the url that follows or cutting and pasting it into your browser:

https://files.me.com/chris_jimmerson/u5axno

FIRST UU AUSTIN BOARD/CONGREGATION LINKAGE PLAN TRANSITION TO POLICY BASED GOVERNANCE PHASE TWO

The attached linkage plan is a product of recommendations from our board, a review of best linkage practices of UU congregations that have transitioned to policy governance and consultation from Unity Consulting. According to Unity Consulting, the focus of board linkage in Phase Two is as follows:

- Present Ends and receive feedback
- Continue strategic conversations about the transition
- Hone linkage practices

The Executive's linkage work in Phase Two is to initiate conversations about how to structure the congregation's ministries to work within the model and achieve the Ends.

Linkage Questions

The activities we include in our linkage plan should be those that best enable us to answer these 3 questions:

What conversations should we be having with our moral owners during this year?

Which proposed activities would best support these conversations?

What will we learn about serving our linkage role by doing each?

We are also reminded by Unity Consulting that **linkage is largely the art and skill of intentional questioning and listening**. In meeting with our congregants we should expect that they will start with personal experiences and opinions/suggestions about concrete operational or programmatic matters. As board members we should develop the skill at posing questions that yield insight into values and ends (or vision).

Any linkage event needs to intentionally start with the concrete and find a way to build on it. People need time to talk about their personal experiences before they'll be ready to move beyond them to bigger picture ideas. However, if we allow the conversation to stop with the concrete we run the risk both of failing to receive feedback on our Ends and duplicating the linkage work of the Executive.

Informal Linkage Activities

The informal linkage plan includes 4 Brown Bag with the Board activities, one per quarter with 2 being brown bag lunches after the second service and 2 being brown bag brunches before the first service. These will offer opportunities for congregants to meet informally with the board for conversations in a setting less hectic than the gallery or the foyer. To make this linkage meaningful we will need to develop our skills at posing questions that yield insight into values and ends (see above).

Formal Linkage Activities

The FUUCAFE is based on a World Café conversational process which is a methodology for hosting conversations about questions that matter. The methodology includes 3 sets of conversations for participants seated at tables in groups of 4 to 5, similar to the

arrangements for Bridge to the Future sessions. The World Café methodology requires participants to move to other tables at 20 minute intervals. The total time for questions and conversations is approximately an hour. We will host 3 FUUCAFE's during the year with questions related to our mission and ends: one for nourishing souls, one for transforming lives and one for doing justice. The World Café model will give us the best opportunity to have direct conversations with our congregants and receive thoughtful feedback about our ends.

Communication with the congregation and education about PBG is the most frequently mentioned challenge of PBG cited by congregations that responded to the Policy Governance Survey. The All Council training for church leaders scheduled for 9/26, a leadership class on PBG to begin after conclusion of Harvest the Power, newsletter articles and maintenance of PBG information on our website are all efforts to ensure communication and education of the congregation. The leadership class on PBG will be helpful to the Nominating Committee in selecting persons to be nominated for new board positions as well as to persons interested in being nominated.

Feedback

The World Café methodology has a built in feedback process because notes are taken during the conversations.

The PBG Task Force is developing an electronic process for each board member to report on a regular basis on their informal linkage conversations. These reports will be summarized by the task force with trends and themes identified and shared at each board meeting. This will require changing the board agenda to allow time for presentation and discussion of the reports. Under PBG, linkage is one of the primary responsibilities of the board. It stands to reason that time should be set aside in board meetings for this purpose.

FUUCA Board of Trustees

Meeting date: **Tuesday, August 17, 2010 from 6:30 PM to 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, Lara Douglas, Sean Hale, Chris Jimmerson, Kae Mclaughlin, Nell Newton, Klondike Steadman, Brendan Sterne, Susan Thomson, 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

Using an online meeting management system
Pro&Cons and Workarounds:

Pros	Cons	Workarounds
Saves time in agenda and minutes preparation		
All documents located in one place in the final version.		
Reminders for important actions such as creation of agenda, minutes, RSVP, tasks assigned in meeting.		
Possibly a useful forum for discussion or suggestion of agenda items.		
Great email support for questions.		
	Cannot create an agenda document that includes all reports with page numbers (possibly in next update).	This can be done just as easily as before and brought to the meeting.
	Cannot yet give timings for the meeting (possibly in next update).	These can be added in short order using a calculator.
	What would happen if the service were discontinued?	Mycommittee.com is used by hundreds of organizations worldwide and is unlikely to go down. However, we will back up all meeting documents.
	Some members may not be comfortable learning a new online system.	We can have several paper copies of the agenda at the meeting.

How to use www.mycommittee.com:

All processes involve going to www.mycommittee.com and logging in with username and password which you create upon your first visit from your invitation email:

Uploading documents:

Select the tab “documents” → click “upload document” → set the category to the appropriate meeting date and then select “choose file”.

Viewing agendas, and RSVPS:

Select the tab “meetings” → click “view agenda” next to the desired meeting (note: you will be taken directly to this screen from the agenda distribution email that the secretary sends out). Review the agenda, make

notes and RSVP.

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 *

Linkage Work (Board Led)

- *Communicate ENDS and listen for feedback*
- *Continue strategic conversations about the transition*
- *Hone linkage practices*

Formal Linkage/Communication Activities	Responsibility
Host FUUCAFE Conversations About Ends Wednesday Eat & Meet 3 sessions during the year	3 volunteers to plan and organize Board members attend
Expanded All-Council Training on PBG September 26th	PBG Task Force/Joe Sullivan Board members attend
Leadership Class on PBG Wednesday night after Eat & Meet 2 sessions: January & February	PBG Task Force with help from appropriate committee
Newsletter Articles on PBG 3 articles	PBG Task Force
Maintain PBG Information and FAQ's on church website Ongoing	PBG Task Force

Informal Linkage Activities	Responsibility
Host Brown Bag With the Board Sundays—Quarterly Lunch twice after second service Brunch twice before first service	All
Attend Sunday worship service Regularly	All
Make Board announcements during the service and greet congregation after the service Weekly	2 board members each week

Serve as worship service greeters Monthly	4 board members once a month
Participate in church activities Regularly	All