

# FUUCA Board of Trustees

Meeting date: **Tuesday, November 15, 2011 from 6:30 PM to 9:30 PM**

Location: FUUCA

Purpose/Notes: Regular scheduled meeting

Invited Guests: (no guests)

## Meeting Documents:

(no documents)

## Agenda:

### 1. Committee business

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<b>1.1. Call to Order</b>	Chris Jimmerson / 2 min	6:30
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<b>1.2. Board Covenant</b> and Reading (Susan)	Chris Jimmerson / 2 min	6:32
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#### Documents:

- Ideas for a new Board Covenant v2.docx    page 3

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<b>1.3. Process Evaluation</b> (Luther)	Brendan Sterne / 2 min	6:34
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<b>1.4. Consent Agenda</b>	Chris Jimmerson / 5 min	6:36
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#### Documents:

- DoFO report X1-11.doc    pages 4-6
- New Members report XI-11.doc    page 7
- Oct 2011 F Report Coversheet.doc    page 8
- oct 2011 financial report 11-XI-11.xls    pages 9-13

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<b>1.5. Visitors Forum</b>	Brendan Sterne / 10 min	6:41
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<b>1.6. Board Appreciation Cards</b>	Meg Barnhouse / 2 min	6:51
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<b>1.7. Transition of FUUCA - iACT Liason</b>	Chris Jimmerson / 5 min	6:53
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### 2. Old business

No Old business

### 3. New business

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<b>3.1. Recap from Making It Happen Retreat</b>	Chris Jimmerson / 15 min	6:58
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<b>3.2. State of the Congregation Brainstorm</b>	Chris Jimmerson / 10 min	7:13
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Brainstorm positive things to highlight at the Cong meeting

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<b>3.3. Preparing for Congregation Meeting</b>	Chris Jimmerson / 30 min	7:23
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### 3.4. Linkage: Proposed adjustment to End on Radical Hospitality

Margaret Borden / 10 min 7:53

#### Documents:

- Radical.doc page 14

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### 3.5. Snacks

Eric Stimmel / 15 min 8:03

### 3.6. Proposed Financial Executive Limitation Language

Rose Ann Reeser / 5 min 8:18

#### Documents:

- Exec lim 2.6.8.docx page 15

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### 3.7. A Moment with Rev Meg Barnhouse

Meg Barnhouse / 10 min 8:23

### 3.8. Request for Board / Exec Cov Working Group

Chris Jimmerson / 2 min 8:33

### 3.9. Topic From DBLE

Eric Hepburn / 15 min 8:35

### 3.10. Almost Church Revitalized

Margaret Borden / 15 min 8:50

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## 4. Committee business

### 4.1. Working Group Updates

Chris Jimmerson / 13 min 9:05

#### Documents:

- fuucafjustice.doc pages 16-22

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### 4.2. Process Evaluation

Eric Stimmel / 5 min 9:18

### 4.3. Action Items

Brendan Sterne / 5 min 9:23

### 4.4. Closing Reading

Susan Thompson / 2 min 9:28

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Total time scheduled: 180 min

With the Values, Mission and Ends of First UU Austin foremost in mind, we covenant...

- To respect our time together by being focused, prepared and timely
- To listen actively, and address concerns directly
- To trust that each is acting in good faith
- To show compassion, respect boundaries, and enjoy each other's good humor
- To keep confidentiality when it is requested
- To be called back into covenant
- And at the end of our deliberations, to speak with one voice

# Monthly Operations Report to FUUCA Board of Trustees October 15 – November 11, 2011

## Office & Staff

- Weekday Volunteers – Ann Edwards, Nancy Groblewski, Mary Ann Stafford, Kathryn Govier, Joseph Hunt, Mary Patrick, and Mary Jane Ford continue helping us regularly in the office during the week.
- Monthly Staff Workshop – At our September staff workshop, we worked on our staff covenant and met two of the new RE staff.

## Finances & Data

- Stewardship Support – I continued to provide direct support to the fall canvass through activities such as data analysis.
- Church Investments Workshop – In October, I attended a workshop focused on church investments. As part of the monthly NACBA (National Association of Church Business Administrators) chapter meeting I attend, a representative from Wells Fargo made an informative presentation focused on church investments. Kae McLaughlin, chair of our Finance/Investments Committee, attended with me.
- Schwab Advisor – In November, Kae and I met with our Schwab advisor (the church has its investment accounts with Schwab). This was an informational meeting to provide additional perspective on our portfolio and options. We will continue to gather advice and information before developing any recommendations.
- Matching Pool – a group of staff and four member families put together a matching pool to motivate new and increased pledging. It worked! New pledges alone, not counting families who raised their pledge, exceeded \$18,000!
- Directors & Officers Insurance – I have completed and mailed the paperwork to renew our D&O insurance. This is the insurance that helps protect the church and our trustees should anyone ever bring a lawsuit against us.
- End-of-year Financial Analysis – I have completed a projection for departmental budgets on how they will end the year, expenses versus budget. This will allow us to effectively plan end-of-year purchases and projects.
- Bank Account - The IRS, through the credit union next door where we bank, threatened us with serious penalties because they identified a discrepancy between our name and EIN (Employer Identification Number). I worked with the bank to clarify things (it turns out that they had the first digit of our EIN wrong) and expect that we will not have to face penalties and backup withholding.
- Increased members and pledging – We have more new pledging members than we did a year ago. These are new members who are pledging for the current year. Comparing July through October of 2010 to 2011, the number of pledging members has more than doubled from 11 to 23. The total of their pledges has increased from \$4,000 to \$7,000.
- Schwab change of agents – We have sent the paperwork to officially transition our agents at Schwab. This annual ritual, required because church policy changes officers (the

authorized agents) every year, should culminate shortly and facilitate the management of our investment accounts.

- Server – Dale Whiteaker-Lewis is moving forward with the setup of a central church server and testing Google Aps as a platform. While these changes would be largely invisible to the congregation, they would potentially facilitate staff work and also tech team service of our technology needs.

## **Facility & Hardware**

- Weekday entrance – Thus far, things have gone smoothly with the new weekday entrance test project (entrance through the office door on the courtyard, all other doors exit only). Many members and other building users (such as renters) have commented that they feel safer. We seem to have assuaged the few concerns we have received with a thoughtful and patient explanation of the security and safety issues that motivated the change.
- Meals on Wheels – We did not immediately involve Meals on Wheels in the changes for the weekday entrance. So, the exterior door by room 17 remained unlocked for their access from 9am-1pm. Meals on Wheels has, for many years, used room 17 as a distribution point for its volunteers, Monday through Friday. They have now informed their volunteers of the change in entrances and security concerns. Effective Tuesday, November 15, they will begin using the same entrance as everyone else and the southwest exterior door will become exit only around-the-clock.
- Foyer Men's Room – Our plumber, Al Teinert, has done some work on the toilet seals in response to leaking.
- South Side Path – The new path/walkway is complete and is wonderful! It goes along the outside of rooms 13 to 17, allowing people to walk safely without entering the parking lot. This was part of an Eagle Scout project by Conor Lambe and was possible thanks to substantial support and interaction with our Grounds Committee.
- Grounds damage – On Nov 8 Larry Gilstrap brought to my attention some damage to the grounds that had occurred within the last 24 hours. By the looks of it, a large truck made a mess of things on the grounds by the basket ball court. They backed their vehicle over two small trees, broke a large branch off another, and knocked over a cement post. Bill Walters came over within 24 hours to inspect the damage, dispose of the downed branches, and remediate, as much as possible, the damage to the two small trees.
- New Facilities Committee Members – At the connections fair, new people signed up for the facilities committee. Jimmy Morrison and Jeanne & Bruce Barker have begun working alongside John Payne to keep our facility repaired and functional. The Barkers, for example, have already worked on the double doors outside the kitchen, so that they now fully open and close.
- Sanctuary Audio for the Hearing Impaired – Tom Martin has begun looking into, and tapping his connections about, technology that beams audio directly into people's hearing aides. About 2/3 of hearing aides on the market have the necessary technology built in. So, we would need (at least theoretically), to install the right kind of transmitter in order to deliver a much higher quality audio to our hearing-impaired members.
- Handicapped Parking – Barb Denny's observations of handicapped parking usage on Sunday have found no violations (people parking without the appropriate permit).

**Other**

- Disruptive Behavior Policy – We have completed our disruptive behavior policy. It now appears on the website, together with the serious breach of covenant policy.
- Archives – Ken Pfluger has begun to turn old board minutes into PDFs, which will make them electronically backed up for the future.
- Vacation – I will travel with my family to Costa Rica March 13-27 where we will stay with my wife's family.

**No Update this month**

- Keys & Alarms
- Memorials & Staff
- Main office configuration
- FORTH Taskforce
- Metrics Taskforce
- Mozy
- Staff Calendars
- Internal Audit

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

- Finance Committee Meetings
- One-on-one meetings with direct reports
- Board of Trustees
- Board Agenda-Planning Committee (formerly known as the Executive Committee)
- Volunteer recruiting and coordination
- Management Team Meetings
- Church Council & Congregational Meetings
- Office Staff Meetings
- Monthly Staff Training
- Background checks for new employees, special volunteers
- Monthly Financial Reports
- Monthly follow up on bounced pledge autopayments
- Bimonthly meetings of the Austin Non-Profit Financial Leadership Group
- Board retreats and special meetings (average twice annually)

Respectfully submitted by Sean Hale. November 11, 2011.

**New Members in August 2011**

Kiya Heartwood  
Donna Sue Cospers  
Laraine Altun

**New Members in September**

Ariadne Wright

**New Members in October**

Robin Williamson  
Diane Barnett  
Paul Sullivan  
Nancy Dittmar Stout  
Maxwell Bryant Stout  
Cassie Moore  
August Moore  
Trish O'Day  
James S Morrison  
Dianne Bennett  
Carol Kozak Hawk

**Resignations**

Clay, Kristen (5/17/11) & LaBash, Brandon (5/17/11)

Cornell, Kami (10/18/2011)

McCrum, Jessie (10/18/2011)

Reed, Carol (5/20/2011) & Reed, Jim (5/20/11)

Stanley, Jimmy (4/29/11)

Young, Laine (10/18/11)





First Unitarian Universalist Church of Austin  
**Balance Sheet**  
As of October 31, 2011

	<u>Oct 31, 11</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
1000 · Cash & Investments	
1400 · Petty Cash	
1430 · Religious Ed PC 2	1,000.00
1410 · Religious Ed PC 1	200.00
Total 1400 · Petty Cash	<u>1,200.00</u>
1100 · Bank	
1140 · THCU CDs	55,734.65
1130 · THCU Money Market	13,697.78
1110 · THCU Checking	33,246.87
1120 · THCU Savings	200.00
Total 1100 · Bank	<u>102,879.30</u>
1200 · Schwab Accounts	
1210 · Permanent Endowment Account	119,008.12
1220 · Mixed Investment Account	398,276.10
1230 · Murr Music Account	40,008.59
Total 1200 · Schwab Accounts	<u>557,292.81</u>
1300 · Annuity 2014	11,757.16
Total 1000 · Cash & Investments	<u>673,129.27</u>
Total Checking/Savings	673,129.27
<b>Accounts Receivable</b>	
11000 · Accounts Receivable	0.00
Total Accounts Receivable	<u>0.00</u>
Total Current Assets	673,129.27
<b>Fixed Assets</b>	
1500 · Fixed Assets	
1510 · Building - at cost	672,232.75
1530 · Land - Travis CAD '10 Value	1,508,930.00
1540 · Furniture & Equipment	127,767.25
Total 1500 · Fixed Assets	<u>2,308,930.00</u>
Total Fixed Assets	<u>2,308,930.00</u>
<b>TOTAL ASSETS</b>	<u><u>2,982,059.27</u></u>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
Other Current Liabilities	
2000 · Liabilities	
2400 · Payroll Liabilities	17,455.53

**First Unitarian Universalist Church of Austin**  
**Balance Sheet**  
 As of October 31, 2011

	<b>Oct 31, 11</b>
2110 · Direct Deposit Liabilities	0.00
2200 · Security Deposits	80.00
Total 2000 · Liabilities	17,535.53
Total Other Current Liabilities	17,535.53
Total Current Liabilities	17,535.53
Total Liabilities	17,535.53
 <b>Equity</b>	
3001 · Fixed Assets - Equity	2,308,930.00
3100 · Restricted Funds	
3200 · Cong. Restricted Funds	
3220 · Permanent Endowment Fund	121,508.12
3240 · Memorial Savings Fund	269,850.74
3260 · Murr Music Fund	39,618.39
Total 3200 · Cong. Restricted Funds	430,977.25
3400 · Board Restricted Funds	
3570 · Living Our Mission Fund	4,000.00
3565 · Continuing Ed Fund	2,392.81
3560 · Worship Services Fund	1,000.00
3555 · Forum Fund	970.36
3550 · Minister's Discretionary Fund	0.00
3406 · Bridge Builder Action Team Fund	1,145.78
3405 · Long Range Fund	41,282.73
3410 · Capital Campaign Fund	10,000.00
3415 · Paradox Players Fund	15,019.11
3420 · Religious Education Fund	
3422 · CampUU/Hogwarts Fund	6,189.69
3424 · Junior High Fund	2,712.65
3426 · Senior High Fund	2,351.60
3427 · Lecture Series Fund	368.43
3428 · Adult RE Fund	3,386.27
3429 · Children's RE Fund	425.50
Total 3420 · Religious Education Fund	15,434.14
3440 · Caring Fund	1,816.07
3450 · Music Fund	
3452 · Children's Choir Fund	3,883.52
3456 · Music Other Fund	2,899.14
Total 3450 · Music Fund	6,782.66
3460 · Bookstore Fund	1,073.75
3465 · Denominational Affairs Fund	70.02
3470 · Facility Fund	
3478 · Grounds Fund	703.48
3472 · Emergency Fund	8,607.83
3474 · Green Sanctuary Fund	1,586.55
3476 · Recycling Program Fund	778.71

First Unitarian Universalist Church of Austin  
**Balance Sheet**  
As of October 31, 2011

	<u>Oct 31, 11</u>
Total 3470 · Facility Fund	11,676.57
3480 · Flowers Fund	329.34
3490 · Technology Fund	
3492 · Internet Ministries Fund	1,822.67
3494 · Media Team Fund	1,176.98
Total 3490 · Technology Fund	<u>2,999.65</u>
3505 · Meet & Eat Fund	207.71
3515 · Social Action Fund	4,259.17
3525 · Voyagers Fund	211.39
3530 · YARN Fund	208.24
3535 · Yew Grove Fund	4.67
3540 · Library Fund	289.38
3545 · Special Plate Fund	232.10
Total 3400 · Board Restricted Funds	<u>121,405.65</u>
Total 3100 · Restricted Funds	552,382.90
3900 · Unrestricted Net Assets	77,079.82
Net Income	<u>26,131.02</u>
Total Equity	<u>2,964,523.74</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>2,982,059.27</u></b>

**First Unitarian Universalist Church of Austin**  
**Profit & Loss Budget vs. Actual**  
January through October 2011

	Total Committees		Infrastructure (Departments)		Ministry (Departments)		Music Dept (Departments)		Program S (Departm
	Jan - Oct 11	Budget	Jan - Oct 11	Budget	Jan - Oct 11	Budget	Jan - Oct 11	Budget	Jan - Oct 11
<b>Ordinary Income/Expense</b>									
<b>Income</b>									
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	89.00		0.00		0.00		0.00		0.00
<b>Total 4100 · Contributions</b>	<b>89.00</b>		<b>0.00</b>		<b>0.00</b>		<b>0.00</b>		<b>0.00</b>
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
<b>Total 4000 · Unrestricted Income</b>	<b>89.00</b>		<b>0.00</b>		<b>0.00</b>		<b>0.00</b>		<b>0.00</b>
4300 · Interest & Dividends	0.00		0.00		0.00		0.00		0.00
4900 · Other Income									
4920 · Event	0.00		0.00		0.00		0.00		0.00
<b>Total 4900 · Other Income</b>	<b>0.00</b>		<b>0.00</b>		<b>0.00</b>		<b>0.00</b>		<b>0.00</b>
<b>Total Income</b>	<b>89.00</b>		<b>0.00</b>		<b>0.00</b>		<b>0.00</b>		<b>0.00</b>
<b>Expense</b>									
6000 · General Expenses	0.00	21,475.00	0.00		0.00	200.00	0.00	6,500.00	0.00
<b>Total 6100 · Ministry Support</b>	<b>5,191.34</b>		<b>0.00</b>		<b>5,750.00</b>	<b>7,000.00</b>	<b>2,370.00</b>		<b>0.00</b>
<b>Total 6200 · Supplies &amp; Materials</b>	<b>5,663.59</b>		<b>59.65</b>		<b>0.00</b>		<b>1,231.50</b>		<b>2,148.73</b>
<b>Total 6300 · Repairs and Upkeep</b>	<b>20,987.90</b>	<b>20,000.00</b>	<b>25,898.81</b>	<b>52,550.00</b>	<b>0.00</b>		<b>0.00</b>		<b>0.00</b>
<b>Total 6400 · In house services</b>	<b>886.02</b>		<b>0.00</b>		<b>12.50</b>		<b>0.00</b>		<b>20,171.85</b>
<b>Total 6500 · Miscellaneous</b>	<b>2,689.87</b>		<b>0.00</b>		<b>11,389.68</b>	<b>16,170.00</b>	<b>110.62</b>	<b>1,000.00</b>	<b>263.17</b>
<b>Total 6600 · Employee Expenses</b>	<b>574.70</b>		<b>20,698.94</b>	<b>20,501.94</b>	<b>98,579.87</b>	<b>113,902.00</b>	<b>57,126.98</b>	<b>79,262.05</b>	<b>141,122.46</b>
<b>Total 6700 · Charitable Contributions</b>	<b>0.00</b>		<b>0.00</b>		<b>0.00</b>		<b>0.00</b>		<b>0.00</b>
<b>Total Expense</b>	<b>35,993.42</b>	<b>41,475.00</b>	<b>46,657.40</b>	<b>73,051.94</b>	<b>115,732.05</b>	<b>137,272.00</b>	<b>60,839.10</b>	<b>86,762.05</b>	<b>163,706.21</b>
<b>Net Ordinary Income</b>	<b>-35,904.42</b>	<b>-41,475.00</b>	<b>-46,657.40</b>	<b>-73,051.94</b>	<b>-115,732.05</b>	<b>-137,272.00</b>	<b>-60,839.10</b>	<b>-86,762.05</b>	<b>-163,706.21</b>
<b>Other Income/Expense</b>									
<b>Other Income</b>									
9980 · Restricted Fund Transf to Op	0.00		0.00		0.00		0.00		0.00
<b>Total Other Income</b>	<b>0.00</b>		<b>0.00</b>		<b>0.00</b>		<b>0.00</b>		<b>0.00</b>
<b>Net Other Income</b>	<b>0.00</b>		<b>0.00</b>		<b>0.00</b>		<b>0.00</b>		<b>0.00</b>
<b>Net Income</b>	<b>-35,904.42</b>	<b>-41,475.00</b>	<b>-46,657.40</b>	<b>-73,051.94</b>	<b>-115,732.05</b>	<b>-137,272.00</b>	<b>-60,839.10</b>	<b>-86,762.05</b>	<b>-163,706.21</b>

**First Unitarian Universalist Church of Austin**  
**Profit & Loss Budget vs. Actual**  
January through October 2011

	Support Budget	Religious Ed Dept (Departments)		Other Operating Fund		TOTAL			
		Jan - Oct 11	Budget	Jan - Oct 11	Budget	Jan - Oct 11	Budget	\$ Over Budget	% of Budget
<b>Ordinary Income/Expense</b>									
<b>Income</b>									
4000 · Unrestricted Income									
4100 · Contributions									
4140 · Forum		0.00		934.58	2,000.00	934.58	2,000.00	-1,065.42	46.73%
4110 · Pledge		0.00		446,016.37	531,090.00	446,016.37	531,090.00	-85,073.63	83.98%
4120 · Sunday Plate		0.00		29,489.46	45,000.00	29,489.46	45,000.00	-15,510.54	65.53%
4130 · Sunday Coffee Service		0.00		2,675.70	3,000.00	2,675.70	3,000.00	-324.30	89.19%
4190 · Other		0.00		9,060.10	7,000.00	9,149.10	7,000.00	2,149.10	130.7%
<b>Total 4100 · Contributions</b>		<b>0.00</b>		<b>488,176.21</b>	<b>588,090.00</b>	<b>488,265.21</b>	<b>588,090.00</b>	<b>-99,824.79</b>	<b>83.03%</b>
4200 · Rental		0.00		33,923.74	55,000.00	33,923.74	55,000.00	-21,076.26	61.68%
4400 · Misc Income		0.00		0.00	10,000.00	0.00	10,000.00	-10,000.00	0.0%
<b>Total 4000 · Unrestricted Income</b>		<b>0.00</b>		<b>522,099.95</b>	<b>653,090.00</b>	<b>522,188.95</b>	<b>653,090.00</b>	<b>-130,901.05</b>	<b>79.96%</b>
4300 · Interest & Dividends		0.00		217.70	300.00	217.70	300.00	-82.30	72.57%
4900 · Other Income									
4920 · Event		0.00		12,516.00	18,000.00	12,516.00	18,000.00	-5,484.00	69.53%
<b>Total 4900 · Other Income</b>		<b>0.00</b>		<b>12,516.00</b>	<b>18,000.00</b>	<b>12,516.00</b>	<b>18,000.00</b>	<b>-5,484.00</b>	<b>69.53%</b>
<b>Total Income</b>		<b>0.00</b>		<b>534,833.65</b>	<b>671,390.00</b>	<b>534,922.65</b>	<b>671,390.00</b>	<b>-136,467.35</b>	<b>79.67%</b>
<b>Expense</b>									
6000 · General Expenses		0.00	1,150.00	0.00	0.00	0.00	29,325.00	-29,325.00	0.0%
Total 6100 · Ministry Support		23,862.43	24,900.00	0.00	0.00	37,173.77	31,900.00	5,273.77	116.53%
Total 6200 · Supplies & Materials	4,500.00	2,085.20		3,240.21	4,000.00	14,428.88	8,500.00	5,928.88	169.75%
Total 6300 · Repairs and Upkeep		0.00		0.00	0.00	46,886.71	72,550.00	-25,663.29	64.63%
Total 6400 · In house services	30,300.00	188.70		0.00	0.00	21,259.07	30,300.00	-9,040.93	70.16%
Total 6500 · Miscellaneous	4,300.00	2,665.03		2,886.87	5,000.00	20,005.24	26,470.00	-6,464.76	75.58%
Total 6600 · Employee Expenses	170,947.65	54,304.30	83,734.31	4,323.24	10,890.70	376,730.49	479,238.65	-102,508.16	78.61%
Total 6700 · Charitable Contributions		0.00		11,000.00	12,350.00	11,000.00	12,350.00	-1,350.00	89.07%
<b>Total Expense</b>	<b>210,047.65</b>	<b>83,105.66</b>	<b>109,784.31</b>	<b>21,450.32</b>	<b>32,240.70</b>	<b>527,484.16</b>	<b>690,633.65</b>	<b>-163,149.49</b>	<b>76.38%</b>
<b>Net Ordinary Income</b>	<b>-210,047.65</b>	<b>-83,105.66</b>	<b>-109,784.31</b>	<b>513,383.33</b>	<b>639,149.30</b>	<b>7,438.49</b>	<b>-19,243.65</b>	<b>26,682.14</b>	<b>-38.65%</b>
<b>Other Income/Expense</b>									
<b>Other Income</b>									
9980 · Restricted Fund Transf to Op		0.00		18,692.53	19,394.00	18,692.53	19,394.00	-701.47	96.38%
<b>Total Other Income</b>		<b>0.00</b>		<b>18,692.53</b>	<b>19,394.00</b>	<b>18,692.53</b>	<b>19,394.00</b>	<b>-701.47</b>	<b>96.38%</b>
<b>Net Other Income</b>		<b>0.00</b>		<b>18,692.53</b>	<b>19,394.00</b>	<b>18,692.53</b>	<b>19,394.00</b>	<b>-701.47</b>	<b>96.38%</b>
<b>Net Income</b>	<b>-210,047.65</b>	<b>-83,105.66</b>	<b>-109,784.31</b>	<b>532,075.86</b>	<b>658,543.30</b>	<b>26,131.02</b>	<b>150.35</b>	<b>25,980.67</b>	<b>17,380.13%</b>

## RADICAL HOSPITALITY ENDS

### Proposed Revisions

Radical Hospitality refers to the **active** desire to **invite, welcome, receive and care for** those who are strangers so that they find a spiritual home with us and join us in living our values of transcendence, community, compassion, courage and transformation. It is often described as a genuine love for others who are not yet part of our faith community, an outward focus, a reaching out to those not yet known, a love that motivates us to openness and adaptability, willingness to change behaviors in order to accommodate the needs and receive the talents of newcomers.

First UU Church of Austin is a radically hospitable community where:

- All people feel welcomed and are treated with respect and dignity
- *People ~~members and their families~~ feel supported in times of joy and need*
- *People ~~members~~ find connection with one another in fellowship*
- *Members ~~People~~ are fully engaged and generous with time, treasure and talent*
- *Members seek outside our community to find those who might find a spiritual home here but are not yet known to us and invite them to join us in living our values*

To: FUUCA Board of Trustees  
From: Rose Ann Reeser, Policy Workgroup  
Date: November 15, 2011

Executive limitation revision based on discussion at 10-18-2011 meeting.

Current language:

“Accordingly, the Senior Minister shall not. . .

2.6.8 Invest or hold money in insecure instruments, including uninsured checking accounts or bonds.”

The intent of this provision is to ensure that our church funds, other than those relatively small amounts needed for immediate expenses, are held either in our investment accounts pursuant to our investment plan or in or insured accounts.

So. . . based on conversation with our Director of Finance and Operations, we propose the following:

Accordingly, the Senior Minister shall not. . .

**2.6.8 Maintain material amounts of church funds outside either federally insured accounts or investments made pursuant to the clearly articulated investment plan.**

DOING JUSTICE AT FIRST UU  
Report from the Sep 21 First UU CAFÉ

About 40 members and friends met Sep 21 to explore what it means to do justice. People told of experiencing or witnessing justice being done in ways that include living one's values, being a public witness, giving to others, righting a wrong, or exposing a wrong. By doing justice we can stay true to our values, connect to the larger world, influence others, learn, recognize and understand injustice, and experience the empowerment that comes with success. Among the reasons our mission at First UU should include doing justice is that it builds community, it allows us to live our values, there is strength in numbers, and it feels good!

If there is an injustice that you would like to lead our church in ameliorating, please let Rev. Meg or the social justice committee know your thoughts. The full list of people's responses from the First UU CAFÉ will be attached to the approved minutes of the Nov board meeting. Or you may contact Margaret Borden for a copy at [m.borden@sbcglobal.net](mailto:m.borden@sbcglobal.net).



Response Summary from Sep 21, 2011

**1. Describe a time you have experienced or witnessed justice being done.**

- living our values
- public witness
- giving to others
- exposing wrongs
- righting a wrong

**2. Based on your experience, how does doing justice change your life or feelings about yourself?**

- staying true to our values
- connection to the larger world
- empowerment of doing justice
- influencing others
- learning
- recognizing and understanding injustice

**3. Why do social justice here at First UU?**

- it builds community
- strength in numbers
- we can live our values
- it feels good

Board Discussion Questions, Nov 15, 2011

- 1) What do these responses tell us about our ends statements?
- 2) Do these responses indicate anything missing in our ends statements?
- 3) Are there any ends statements that are not reflected in the responses?
- 4) What did we not ask that you would like to know?
- 5) What are your thoughts on the format of future linkage events?

**1. Describe a time you have experienced or witnessed justice being done.**

## LIVING OUR VALUES

- \* After a car crash, driver took responsibility.
- \* Helped teach ESL at a Catholic Church teaching adults.
- \* Freeze night on Tuesdays – housing homeless men.
- \* Sheltering homeless men – freeze night.
- \* Took in homeless people to help out.
- \* Hands on housing.
- \* Hands on Housing.
- \* Women’s shelter.
- \* School supplies.
- \* Art therapy to heal.
- \* Opening of ministry to gays, women.
- \* Desegregation in Austin church.
- \* Respectful treatment of individuals with disabilities.
- \* Partners in conflict coming to resolution.
- \* Atlanta, Ga. Provided lunch in park for disadvantaged children – the only “outreach” activity done by a wealthy church.
- \* In Peace Corps in Guinea, bringing girls into capital for a conference in education and health – then visiting communities to support and see girls organizing in villages.
- \* Military doctor who parachuted into Afghanistan and gave medical assistance to villagers.
- \* Kiwanis Club in Stephenville built ramps to people’s homes with leftover scraps of fiberglass.
- \* Surfer-kid who rescued the Koran from a minister trying to harm it.
- \* Reconciliation: RE: Davidson’s dismissal.
- \* Dali Lama’s way of responding to injustice dehumanizes those who commit injustice.

## PUBLIC WITNESS

- \* A group of UUs demonstrated for continued support for schools at the state capitol.
- \* In Spartanburg, there was no gay pride parade. A parade was organized, although there were protests, it was a success. Now the UU church has a reputation for helping gay pride movement. Next parade was better, bigger, and more of a success.
- \* On a sports team one member told a joke demeaning gays. Another member challenged him, saying the joke was inappropriate.
- \* Nurses testifying against a doctor abusing his position .
- \* Speaking out against inflammatory / derogatory language.
- \* Interfaith Thanksgiving – Muslims welcomed at Congregation Beth Israel after rejection elsewhere.
- \* Gay marriage in Brewster, MA and in Austin.

## GIVING TO OTHERS (\$ or goods)

- \* Shoes provided for the poor by a charitable program at UU church.

- \* A former migrant worker got a scholarship to St. Edwards University, a master's degree, and a good job here.
- \* Compensation for budget cuts to social services through direct donation.

### EXPOSING WRONGS

- \* Investigative journalism provides information to expose conflict of interests, unjust acts.
- \* No Blacks at the swimming pool (Pittsburgh, Pa.)

### RIGHTING A WRONG

- \* Sentence commutation of Kenneth Foster
- \* Kenneth Foster prevented execution.
- \* Jack Harris-Bonham helped convicted Kevin Foster's family/penalty was commuted.
- \* Innocence Project.
- \* I saw an older student get into an argument with a professor and the professor unfairly flunked him for the course. The dean stepped in and reversed the teacher's decision.
- \* The repeal of don't ask, don't tell.
- \* Repeal of don't ask, don't tell.
- \* End of don't ask, don't tell.
- \* Repeal of "don't ask, don't tell."
- \* Hutto prison closed.
- \* Change at Hutto detention center due to protests.
- \* Integration of Little Rock school, lived up to mission to bring about justice.
- \* Promotion / enforcement of anti-segregation laws.
- \* Access for the disabled.
- \* Peaceful integration of small-town Texas high school.

### OTHER

- \* Search Committee did justice for women.
- \* Barnes and Noble offers benefits for same sex couples.
- \* Salt Lake City bookstore selling 300 copies of the Koran.

## **2. Based on your experience, how does doing justice change your life or feelings about yourself?**

### STAYING TRUE TO OUR VALUES

- \* If you don't stand up for what is right, you compromise your integrity – give in to all other injustices in the world.
- \* High expression of self to do justice, some animals and humans acting to survive and create more just world.
- \* Compassion, appropriate wages.
- \* Compassion – empathy instead, we are caretakers of the earth.
- \* Living our principles.
- \* Volunteerism IS my church. It is my spirituality.
- \* Appreciation and gratitude are important.

- \* Tolerance and understanding – sensitized to others’ pain of exclusion.

#### CONNECTION TO THE LARGER WORLD

- \* To be part of something bigger than yourself.
- \* Doing justice makes you get out of your small circle to be part of something greater.
- \* Reaching out to do justice to others keeps you from falling through the cracks yourself.
- \* Be connected to others.
- \* Putting others first.
- \* Without helping others, you become self-absorbed.
- \* Being part of something better / bigger than oneself.
- \* Sense of community with others in acting on beliefs.

#### EMPOWERMENT OF DOING JUSTICE

- \* Doing justice gives one a feeling of self-worth.
- \* Kenneth Foster letter, feel better about life.
- \* Feel empowered, purposeful.
- \* It is empowering – mitigates against despair.
- \* Feels good to win.
- \* Cathartic.
- \* Hopeful.
- \* Validation.

#### INFLUENCING OTHERS

- \* Being a model for justice for grandchildren is a great opportunity to talk to and influence them. It is an enjoyable experience.
- \* As a parent, instilling respect for others and eliminating prejudice.
- \* Hope there will be a change long-term – gay rights, racism

#### LEARNING

- \* When you don’t do justice, you are embarrassed, and realize the apology you need to make.
- \* Humbling oneself to allow justice to take place.
- \* Reinforced personal evolution – enlightenment.
- \* Shedding prejudices of WWII era toward foes – grandson from Japan
- \* Gaining new appreciation for the people – including family – which you’ve stereotyped.

#### RECOGNIZING AND UNDERSTANDING INJUSTICE

- \* You recognize how much a service is needed when you help.
- \* Giving an orange to a beggar avoids the issue of money being used for something bad.
- \* Someone once reprimanded for giving a coin to a beggar because the coin would wind up in the hands of a criminal.
- \* Wasn’t helping others who didn’t have justice and equality, was great to help out.
- \* People are needy not because they are bad or stupid – see reality.
- \* Sometimes ignorance makes it harder to see reality of poverty.
- \* Educational: awareness of injustices.

#### OTHER

- \* No sense of justice / no outreach to others.

### **3. Why do social justice here at First UU?**

#### IT BUILDS COMMUNITY

- \* It should be our identity.
- \* We can stand up and be counted as a group. We do it as a community.
- \* It's a source of bonding.
- \* Builds sense of community, a part of something greater.
- \* This is common ground – among people with many different needs.
- \* Like-minded people have a common foundation to work toward justice.
- \* Safe environment to process our justice work.
- \* Inspire and uplift each other.
- \* Support and help each other in the church.

#### STRENGTH IN NUMBERS

- \* It will be more convenient to organize with so many committed people around.
- \* Becomes a bigger group when the church does it.
- \* Makes it easier for an individual to act for justice.
- \* Accomplish more together as a church – louder noise.
- \* Work together to do more.
- \* Together we can accomplish more.
- \* “We gather in community” – strength in numbers in social justice work.
- \* Strength in numbers.
- \* More change together.
- \* Work together in focused way – unite us – to address different aspects of the problem.

#### WE CAN LIVE OUR VALUES

- \* It's something we agree on.
- \* Doing for others is a basic principle.
- \* Make a difference in our society.
- \* Evil comes back – destroy it again.
- \* Church couldn't promote injustice.
- \* Create a better world.
- \* Outgrowth of our principles.
- \* Grows our values.
- \* Speak out for social justice: anti-death penalty, anti-nuclear war, etc.
- \* Direct aid to those in need.
- \* Live our principles and values in our larger community.
- \* Preserve humanity and ecology.
- \* Church expresses empathy for human race and planet, support rule of law, strengthens us to be more than one, support and also give money or leave in will.
- \* Church as avenue for bringing issues to light – Forum is a great example – encouraging our own action and our guests, speakers.
- \* Programs/efforts affect individuals.

### IT FEELS GOOD

- \* Serving our larger community is very gratifying.
- \* Individuals are enriched by knowing something is going on greater than themselves.
- \* Allow our work to renew ourselves.
- \* Though justice-seeking we will nourish souls and transform lives.
- \* Doing justice nourishes ours and others' souls and transforms lives.
- \* Raise our self-respect and esteem.
- \* Validate the purpose of our lives.
- \* Pride – proud to be a member that contributes to community.
- \* To improve my own and others' lives
- \* There is a spiritual aspect.
- \* Part of my spiritual growth.
- \* This is who we are - our spirituality.

### \* WHY NOT?