

FUUCA Board of Trustees

Meeting Agenda: Tuesday, September 17, 2019

Date/time: Tuesday, September 17, 2019 from 6:30 PM to 8:30 PM
Location: FUUCA
Purpose/notes: Regular scheduled meeting

RSVP

Accepted: Leo Collas, Chris Jimmerson, Tomas Medina, Elias Ponvert, Kelly Raley
No reply: Meg Barnhouse, Leena Batra, Erin Gaines, Matthew Kressin, Sadie Lambert, Nesan Lawrence, Sarah Matt, Gay Phillips, Shannon Posern

Invited guests: (No guests)

Meeting documents

6 documents attached to agenda items below

Agenda

1. Coming Back into Covenant

1.1. Chalice Lighting and Opening Words Nesan Lawrence / 2 min

1.2. Reading of Board Covenant Tomas Medina / 2 min

With the Values, Mission and Ends of First UU Austin foremost in mind, we the leadership do covenant to:

- Treat our time together and board commitments as spiritual practice
- Work collaboratively to clarify, assess and further our mission.
- Respect our time together by being focused, prepared and timely.
- Keep confidentiality when it is requested.
- Listen actively, address concerns directly with each other in a timely manner, and encourage others to do the same.
- Presume good faith in all our interactions acknowledging the importance of both intention and impact.
- Conduct ourselves openly, show compassion, respect boundaries, and enjoy each other's good humor in times of agreement and disagreement.
- Publicly support one another's decisions and leadership by speaking with one voice at the end of our deliberations.
- Agree to be called back into covenant.

1.3. Confirm Timekeeper and Process Evaluator Tomas Medina / 2 min

1.4. Approve Agenda and Consent Agenda Tomas Medina / 2 min

- 1.4.6 monitoring.pdf Pages 7-11
- 2.4 Financial Conditions rev09-2019.pdf 12-19
- 2.7 Compensation and Benefits rev 09-2019.pdf 20-22
- July2019FinancialReports.pdf 23-34
- Minutes-2019-08-20-v1.pdf 3-6

2. Connecting with our Moral Ownership

2.1. Visitor's Forum Tomas Medina / 10 min

2.2. Recognition of Church Volunteers and Staff Gay Phillips / 2 min

2.3. Moment with Meg Meg Barnhouse / 10 min

3. Monitoring our Progress

3.1. Policy Committee 10 min

3.2. Monitoring Committee 10 min

3.3. Linkage Committee 10 min

4. Learning & Creating the Future

4.1. Mistakes and Miracles: Chapter 1 Sarah Matt / 20 min

5. Adjourn

5.1. Action Items Tomas Medina / 5 min

Let's review the action items from this meeting and assign roles for:

- Readings
 - Timekeeper
 - Process Evaluator
 - Snacks
-

5.2. Process Evaluation 2 min

5.3. Extinguishing the Chalice and Closing Words 2 min

FUUCA Board of Trustees

Meeting Minutes: Tuesday, August 20, 2019

Date/time: Tuesday, August 20, 2019 Started: 6:30 PM Ended: 8:00 PM
Location: FUUCA
Purpose/notes: Regular scheduled meeting

Chaired by: Tomas Medina
Minuted rec. by: Kelly Raley
Status: Minutes distributed

Attendance

Present: Meg Barnhouse, Leena Batra, Leo Collas, Chris Jimmerson, Matthew Kressin, Sadie Lambert, Nesan Lawrence, Sarah Matt, Tomas Medina, Gay Phillips, Elias Ponvert, Kelly Raley
Regrets: Erin Gaines, Shannon Posern

Invited guests: Anna Ferrini (present), Sandra Rees (present)

Meeting documents

3 documents attached to agenda items below

Agenda

1. Coming Back into Covenant

1.1. Chalice Lighting and Opening Words

Status: Completed

1.2. Reading of Board Covenant

With the Values, Mission and Ends of First UU Austin foremost in mind, we the leadership do covenant to:

- With the Values, Mission and Ends of First UU Austin foremost in mind, we the leadership do covenant to:
- Treat our time together, and our board commitments, as spiritual practice
- Work collaboratively to clarify, assess and further our mission.
- Respect our time together by being focused, prepared and timely.
- Keep confidentiality when it is requested.
- Listen actively, address concerns directly with each other in a timely manner, and encourage others to do the same.
- Presume good faith in all our interactions acknowledging the importance of both intention and impact.
- Conduct ourselves openly, show compassion, respect boundaries, and enjoy each other's good humor in times of agreement and disagreement.
- Publicly support one another's decisions and leadership by speaking with one voice at the end of our deliberations.
- Agree to be called back into covenant
- Agree to be called back into covenant.

Status: Completed

1.3. Confirm Timekeeper and Process Evaluator

Timekeeper: Leo

Process Evaluator: Sadie

Status: Completed

1.4. Approve Agenda and Consent Agenda

Status: Completed

- Minutes-2019-07-16-v1.pdf
 - Program Development Report July 2019.pdf
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2. Connecting with our Moral Ownership

2.1. Visitor's Forum: Sandra Ries

Sandra described the planned activities on pledging Sunday and stewardship committee events in the weeks following. On September 22, pledging Sunday, congregants will have an opportunity to fill out a pledge card. Starting two weeks after this Sunday eight (8) "drop in" events with affinity groups will run text and phone banks to canvas pledges. Participants will also be writing thank you notes at these events. The Stewardship Committee is asking members of the board to help with these events and/or to person the stewardship table after each service. Each board member should sign up for three time slots either at the events or at the stewardship table (or a mix).

Thomas will send an email with a link to sign up sheets for those of us who needed more time to consult calendars.

Status: Completed

2.2. Recognition of Church Volunteers and Staff

The board discussed the activities of volunteers in support of the church and its mission. Gay wrote nice thank you notes, which the board signed.

Status: Completed

2.3. Moment with Meg

The board went into executive session to discuss some confidential concerns.

The board came out of executive session.

We've been told that that the church should expect to receive half of the proceeds from the "wake now our vision" program this fall and half next year. In addition, we have increased rental income, mostly from a school that is renting the church.

The interim process for Religious Education has been delayed until January. We have wonderful teachers and volunteers.

Meg had a good meeting with the Paradox Players.

Status: Completed

3. Learning & Creating the Future

3.1. How To Read our Financials

Chris gave the board an overview on how to read the balance sheet and provided a description of some of the individual accounts with restrictions on spending. There are a number of minor issues with the reporting because of turnover in the person who is doing the bookkeeping for the church. Chris sat down with the old bookkeeper to go over the details and that information did not transfer to the new bookkeeper.

Next we went over the profit and loss sheet.

We also received a preview of the planned 2020 budget. Meg described the RE team to explain the increase in the RE budget.

Status: Completed

- june2019financials.pdf

3.2. Plan for discussion of Mistakes and Miracles

Sarah will help facilitate the book discussion in September.

We will read a chapter a month.

Status: Completed

3.3. Lighting the Leadership Chalice

Status: Deferred: 9/17/2019

4. Adjourn

4.1. Action Items

Let's review the action items from this meeting and assign roles for:

- Readings
- Timekeeper
- Process Evaluator
- Snacks

Nesan will provide the opening and closing readings.

Sadie will be time keeper.

Matt will do process evaluation

Thomas will bring snacks. He will also send to the board a link to the Lighting the Leadership Chalice video when he sends the board a link to the sign-up sheets for the stewardship activities.

Each board member who has not already signed up for stewardship events should sign up using the links Thomas will send in email.

Each board member should read Chapter 1 of "Mistakes and Miracles".

Status: Completed

4.2. Process Evaluation

Sadie reviewed our process and determined that we were satisfactory on all items.

She noted that we discussed some things in executive session that were not confidential and that we might have been able to run the meeting so that Sandra didn't have to stay so long.



Status: Completed

4.3. Extinguishing the Chalice and Closing Words

Status: Completed

Monitoring Report
September 10, 2019

End 1.4.6 – We partner with other organizations and faith communities to dismantle a culture of white supremacy and other systems of oppression, within ourselves, within our church community, and beyond our walls

By “a culture of white supremacy” we mean:

*Culture refers to the knowledge, experience, beliefs, values, attitudes, meanings, communication, way of life, hierarchies, religion, notions of time, roles, spatial relations, concepts of the universe, and material objects and possessions acquired by a group of people in the course of generations through teaching, modeling, media, education, and other methods of passing down a collective stance toward the world.

Culture is the knowledge shared by a group of people.

Culture is communication, communication is culture.

A culture is a way of life of a group of people--the behaviors, beliefs, values, and symbols that they accept, generally without thinking about them, and that are passed along by communication and imitation from one generation to the next.

Culture is a collective programming of the mind that distinguishes the members of one group or category of people from another.

Cultural racism is how the dominant culture shapes norms and defines reality to advantage white people and oppress People of Color, making whiteness the norm and promoting (consciously and unconsciously) the ideology that the ideas, thoughts, actions, and beliefs of white people are superior to those of People of the Global Majority.

“White supremacy culture is an artificial, historically constructed culture which expresses, justifies and binds together the United States white supremacy system. It is the glue that binds together white-controlled institutions into systems and white-controlled systems into the global white supremacy system. “

[from Sharon Martinas and the Challenging White Supremacy Workshop]



- adapted from resources available on the “Showing up for racial justice” web site.

We will spend time and attention learning about these attitudes and beliefs within ourselves. We will become aware of how white supremacy culture manifests itself at First UU. We will create a vision of what we, our congregation, and our community would look like if whiteness culture were not dominant. We will call attention to the white-controlled institutions of the US and see how white supremacy is manifested around the world.

We will not attempt to do this alone. We will work with anti-racism organizations in our community, particularly those led by People of Color, with TX UU Justice Ministry, Austin Sanctuary Network, UU Allies for Racial Equity and other groups to learn how we can use our privileges of citizenship, able-bodiedness, education, whiteness, or political connection to help take apart this entrenched system. We recognize that white supremacy culture is connected to patriarchy, a world-wide system perpetuated by both men and women that advantages men and disadvantages women. We will also spend time and attention learning how patriarchy manifests in ourselves, in our congregation and in our community.

Measures:

We will note the organizations with whom we have partnered in the past year.

We partner with Allies for Racial Equity, where Chris Jimmerson serves on the leadership collective. We have partnered with Black Lives of UU, taking up an offering for them, using their materials in our sermons and educational programs, and with the Austin Sanctuary Network. Through ASN we partner with over 25 other nonprofits and

congregations, and with Austin Tan Cerca de la Frontera in our practice of accompanying asylum seekers to their government appointments.

We have invited Revolutionary Love founder Jacqui Lewis to come do a training for the staff, board, change team, and heads of all committees. This is scheduled for Saturday, October 26th from 9-2.

We will have a Change Team tasked in part with assisting the leadership in seeing the ways in which white supremacy culture manifests in this congregation.

Our Change Team has hosted focus groups to gauge interest in anti-racism. They presented several workshops on vocabulary and concepts which would help the congregants build a foundation for anti-racism work. These workshops were attended by about 20 people each. Mostly women, which is a puzzle to us, but we are trying to figure out how to invite our male congregants into learning about this work as well.

We will list the learning opportunities the congregation has offered as we seek to understand how best to free ourselves and our world from the continuing trauma of this entrenched system.

After we say our mission, on most Sundays, we have begun to have a brief moment of awareness of white supremacy culture. This way no one has to sign up for a workshop or come to anything other than a Sunday morning service to be invited to give some thought to what is normally not thought about. That “not thinking about it” is a privilege of those who identify as white, and we give up that privilege just a little each Sunday morning. We offer “Unlearning Racism” circles, and we have a White Allies group where folks shine a light on the dominant culture and talk about our part in it and how to weaken its hold on all of us and our institutions.

We will embody a culture of appreciation and gratitude.

The board signs thank you notes to volunteers who work on behalf of the congregation.

The ministers try to thank the musicians and others who have made the services happen.

We will teach that mistakes sometimes lead to learning and can show creative ways to think about challenges.

Addressed in sermons, staff meetings, and classes with some frequency.

We will have reasonable work schedules and give things the time they need to happen. We will plan far enough ahead so a sense of urgency does not distract us from doing important work.

This is difficult, and we are trying to make progress. We certainly think about it often.

We will pay attention to our own defensiveness and the defensiveness in the system, and we will think creatively about how to approach defensiveness with curiosity and love in order to further the congregation's mission.

This will be addressed in sermons, classes and staff meetings.

We will have a staff covenant which articulates the way we want to work with each other and with the congregation.

We have a staff covenant which changes with the addition of each new staff member.

We will understand that there is more than one way to do things, and more than one solution to most problems.

This is addressed in sermons, classes and staff meetings.

We will notice either/or thinking, name it, breathe, and see all options and choices more clearly.

We think about this a lot, and we are making progress.

We will model shared ministry in the leadership and with congregants.

We continue to add to our roster of Lay Leaders, and we have a newly formed Worship Team that helps the ministers think about the services, particularly how to add more multi-cultural elements or address unconscious WSC elements in the service.

We will have ways to approach conflict within the congregation.

The Healthy Relations Team helps with conflict within the congregation. They write a helpful "Covenant Corner" article for the Friday electronic news. They also meet with congregants who are having difficulties with one another. They did this once in an ongoing conflict, with mixed results. We also have a complaint procedure lined out on the church web site.

We will value a work style which is team oriented, and gently discourage people who are trying to do everything themselves.

We try, but this isn't working well at all.

We will not only be open to different points of view, but we will invite and encourage differing points of view.

When we have discussions, we try to elicit many points of view. The formal process is to make lists: "What is the best that could happen?"

"What is the worst that could happen?" That way, those who are habitually looking for the downside don't have to do that important work alone.

We acknowledge that, in order to live into our mission, most of us will have to sit with discomfort from time to time. We will notice and resist the tendency to scapegoat those among us who cause discomfort in service of furthering the mission.

From time to time, some congregants complain about the discomfort. Phrased as "white bashing," they don't like it and they are staying away from church because of it. This is only two people that I know of, but there may be more who have just been quiet about it.

Limitations Report 2.4 - Financial Conditions & Activities

First UU Church of Austin

September 5, 2019

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

Interpretation:

The executive has responsibility for the church's day-to-day financial management.

In the course of exercising that responsibility, she shall avoid any financial practices that deviate significantly from best practices and which have an unacceptable likelihood of creating significant financial problems for the church. Such practices include non-payment of bills, non-payment of taxes, incurring debt without appropriate approvals, and the like.

The day-to-day operating expenses will follow the outlines of the operating budget, which, per limitation 2.3, shall be based on the church's ends.

Measures:

1. Regular financial reports, particularly the Profit & Loss Budget vs Actuals report.
2. The LRSFP and how well the operating budget coincides with it.

Rationale for the Measures:

1. The regular financial reports demonstrate compliance with the congregationally-approved operating budget, or lack thereof.
2. A comparison of the LRSFP and the operating budget will confirm compliance, or lack thereof.

Evidence of Acceptable Progress – The Data

I report compliance.

1. We have provided monthly financial reports to the board. The Profit & Loss report demonstrates that operating expenses have remained within +/- 5% of the budget.

Accordingly the Senior Minister shall not:

- 2.4.1 Allow actual allocation to deviate materially from congregationally approved budget priorities, unless authorized by the Board.

Interpretation:

Absent authorization from the board, the actual operating expenses shall not deviate materially

from the categories in the congregationally-approved budget.

For the purposes of this limitation, “material deviation” means 10% of the total budget.

Although we may experience minimal deviation between budget categories, total expenses shall not exceed the congregationally-approved budget total.

Measures:

1. Regular financial reports, particularly the Profit & Loss Budget vs Actuals report.

Rationale for the Measures:

1. The financial report that compares the budget to actual expenses demonstrates clearly, by its nature, any deviation from the budget.

Evidence of Acceptable Progress – The Data

I report compliance.

Although we experienced some deviation from the categories, they did not constitute a material deviation.

2.4.2 Borrow any amounts without prior Board approval.

Interpretation:

The executive must gain the approval of the board before taking out any loans, mortgages, lines of credit, or the like.

This limitation does not apply to the credit cards, provided that the credit cards are paid off before interest accrues and always within two weeks of receiving the bill. However, carrying a balance on a credit card that either incurs interest charges and/or would extend beyond two-weeks of receiving the bill would require board approval.

Measures:

1. Reporting, in this limitations report or otherwise, by the executive.
2. The regular audit as performed by the board of trustees

Rationale for the Measures:

1. This report provides an appropriate venue for the executive to confirm or deny compliance with this limitation.
2. The board’s audit, internal or external, provides the best possible way to provide third-party confirmation of compliance.

Evidence of Acceptable Progress – The Data

I report compliance.

We have not taken out any loans, mortgages, lines of credit, or the like with out prior approval.

While it was not a formal audit, the contract CPA we brought in did take a look at our procedures for this and found them to be in compliance.

The congregation approved taking a short-term loan for the renovations and that loan was only secured after the congregation passed a resolution approving it. We actually took out slightly less on the loan than the line of credit allowed.

- 2.4.3 Fail to establish, maintain, and communicate an appropriate gift acceptance policy for both unrestricted and restricted gifts that includes provisions for donor-designated purposes and allows for the acceptance or rejection of gifts.

Interpretation:

The executive shall develop and keep an up-to-date gift acceptance policy. Said policy shall cover all likely kinds of gifts, including those that do and do not include donor designations.

Although we welcome the vast majority of gifts, both financial and in kind, we can not accept all gifts. Some gifts have unacceptable restrictions. Others, such as the in kind gift of an old couch, may not have a useful purpose at the church. So, the policy will include provisions for rejecting such gifts.

Said policy will be publicly available and actively communicated as appropriate.

Measures:

1. The gift acceptance policy.

Rationale for the Measures:

1. Existence of the policy, and comparison with this limitation, demonstrate compliance or lack thereof.

Evidence of Acceptable Progress – The Data

I report compliance.

We have presented the gift acceptance policy to the board on prior occasions. The most recent version appears on the church website here:

<http://austinuu.org/wp2013/governance/church-policy/>

- 2.4.4 Accept or disburse gift income that is contrary to the church's Mission, Values, and Ends and Unitarian Universalist Principles.

Interpretation:

The executive cannot, on behalf of the church, accept charitable contributions from organizations or individuals who actively work against our mission, values, ends or principles. Examples include hate groups and Fred Phelps (pastor of a church in Topeka that actively promotes hate against homosexuals).

It is possible that we could learn of such a tainted gift only after having received it. In such a case, we would not spend any portion that remained at the time of discovery.

Measures:

1. Reporting, in this limitations report or otherwise, by the executive.
2. The regular audit as performed by the board of trustees.

Rationale for the Measures:

1. This report provides an appropriate venue for the executive to confirm or deny compliance with this limitation.
2. The board's audit, internal or external, provides the best possible way to provide third-party confirmation of compliance.

Evidence of Acceptable Progress – The Data

I report compliance.

We are not aware of having received any gift income contrary to the church's mission, values, ends, or UU principles. Likewise, we are not aware of having disbursed any such income.

- 2.4.5 Designate funds in a manner inconsistent with the donor's intentions or in a manner inconsistent with best accounting practices.

Interpretation:

When we accept a restricted gift of money, we shall manage the accounting in such a way so as to insure that it gets used only for the intended purpose.

The financial records shall not deviate from reasonable and accurate accounting practices. In practical terms, we should be able to answer reasonable questions about the books within a reasonable time based on accurate and up-to-date records.

From time to time a donor-restricted fund becomes dormant or outlives its purpose. For example, we could no longer comply, to the letter, with a gift made (200 years ago) for the perpetual maintenance of the minister's horse and buggy. We would make every effort to work with the donor to repurpose such a fund or, if we could not communicate with the donor, we would follow the law and best practices in order to best repurpose or otherwise handle it.

Likewise, from time to time, in-house designated funds become dormant. The YARN Fund, on the books through the end of 2011, fits that description. In this case, we shall follow the tradition begun by the Financial Asset Management Policy of regularly reviewing the status of such funds, closing those that have been dormant for more than two years, and repurposing the money as appropriate.

Measures:

1. The regular financial reports, including notes in the narrative report regarding the creation or closure of balance sheet funds

Rationale for Measures:

1. The financial reports, and the proper accounting that supports them, represent the primary and most common way of tracking such gifts and ensuring that restricted funds do not get spent for inappropriate purposes.

Evidence of Acceptable Progress – The Data

I report compliance.

To the best of our knowledge, every restricted gift has been accounted for appropriately. Our financial records, paper and electronic, allow us to promptly provide documentation for audit purposes, generate standard reports, and provide answers to most questions.

- 2.4.6 Expend any endowment or designated funds other than for the purposes determined at time of receipt or designation.

Interpretation:

As in limitation 2.4.5, when we accept a restricted gift of money, we shall manage the accounting in such a way so as to insure that it gets used only for the intended purpose.

Additionally, we shall faithfully observe any limitations placed by the congregation upon the use of its funds.

Measures:

1. The regular financial reports, including notes in the narrative report regarding the creation or closure of balance sheet funds

Rationale for Measures:

1. The financial reports, and the proper accounting that supports them, represent the primary and most common way of tracking such gifts and ensuring that restricted funds do not get spent for inappropriate purposes.

Evidence of Acceptable Progress – The Data

I report compliance.

To the best of our knowledge, each expenditure of restricted funds has been accounted for appropriately.

- 2.4.7 Fail to maintain current, accurate, auditable financial records or to make such records available to the Board, authorized auditors or other appropriate persons as requested.

Interpretation:

As in limitation 2.4.5, the financial records shall not deviate from reasonable and accurate accounting practices. In practical terms, we should be able to answer reasonable questions about

the books within a reasonable time based on accurate and up-to-date records.

The Board may have full access to the records at any time and may authorize the same access to auditors and others.

Measures:

1. The regular financial reports, including notes in the narrative report regarding the creation or closure of balance sheet funds
2. Timely and full compliance with records requests by the board, auditors, or other authorized by the board.

Rationale for Measures:

1. The financial reports, and the proper accounting that supports them, represent the primary and most common way of complying.
2. The only way to test whether we comply with records requests is for those requests to be made.

Evidence of Acceptable Progress – The Data

I report compliance.

We received a partial outside audit in 2014 and were able to provide the auditors with all required information. We continue to report fiscally to the board and include a narrative that explains any highlights or potential deviations. Our bookkeeping firm has reviewed and improved procedures, and we had a review with on outside CPA firm also. We have begun implementing their recommendations.

2.4.8 Fail to settle payroll and other obligations in a timely manner.

Interpretation:

Bills will get paid on time.

Measures:

1. Self reporting in this limitations report.
2. The absence of complaints by staff or vendors.

Rationale for Measures:

1. The quickest and most direct form of confirmation is the direct report.
2. Any serious failure to comply with this limitation would rapidly create staff distress. In a church/family system, it would be impossible to hide such distress from church leadership. Likewise, vendors would draw attention to any significant outstanding bill.

Evidence of Acceptable Progress – The Data

I report compliance.

We have paid our vendors and processed payroll in a timely manner. We have not received any

complaints by staff or vendors.

- 2.4.9 Allow tax payments or other government-ordered payments or filings to be overdue or inaccurately filed.

Interpretation:

Our bills to the government will get paid on time. Our filings to the government will happen in a timely and accurate way.

Measures:

1. Self reporting in this limitations report.
2. The absence of complaints by government.

Rationale for Measures:

1. The quickest and most direct form of confirmation is the direct report.
2. Any serious failure to comply with this limitation would draw visible attention from the government authorities.

Evidence of Acceptable Progress – The Data

I report compliance.

All tax-payments and other government-order payments have happened in a timely way.

- 2.4.10 Commit the church to any contract outside of approved budget authority.

Interpretation:

The executive, or her designee, may not sign contracts or make other financial commitments of operating funds that would exceed the authority granted by the congregation in the annual budget.

We often deal with multi-year contracts or contracts that extend beyond the end of the budgeted fiscal year. In those cases, the executive shall not make commitments of operating funds that exceed a moderately-conservative estimate of likely future budgets based on recent financial trends. A renewal of our multi-year photocopier contract, for example, is permitted. A long-term contract with a balloon payment at the end, such that we can afford it this year but may not be able to next year when the balloon comes due, would not be permitted.

Non-budgetary funds (e.g, restricted or designated funds), may be used to satisfy contractual obligations, always provided that said use conforms with the appropriate restriction or designation.

Measures:

1. Self reporting in this limitations report.
2. Review of contracts by auditor.

Rationale for Measures:

1. The quickest and most direct form of confirmation is the direct report.
2. An auditor can provide third party confirmation of compliance or the lack thereof.

Evidence of Acceptable Progress – The Data

I report compliance.

All commitments of operating funds, by contract or otherwise, have occurred within the budget parameters.

[Last updated on 09/05/2019.]

Limitations Interpretation 2.7 - Compensation & Benefits September 05, 2019

With respect to employment, compensation and benefits to employees, consultants, and contract workers, the Senior Minister shall not cause or allow jeopardy to fiscal integrity and shall not fail to strive for fair compensation.

Accordingly, the Senior Minister shall not:

- 2.7.1. Change his or her own compensation, benefits, or allocated professional expenses as established by the Board.

Interpretation:

Only the board of trustees may set or change the senior minister's compensation, benefits, or professional expenses. Any change would require formal approval (via vote, recorded in the minutes) by the board.

Measures:

1. Self-reporting by the executive.
2. Direct observation by the board of compliance (e.g., review of financial reports).
3. Confirmation by audit (internal or external).

Rationale for the Measures:

These measures are easy to track, inexpensive in time and other resources, and provide a high level of accuracy.

Evidence of Acceptable Progress – The Data

I report compliance.

The minister has not changed her compensation, benefits, or professional expenses from what the board established. All such changes have occurred only by board vote.

- 2.7.2. Promise or imply permanent or guaranteed employment.

Interpretation:

All staff members shall understand that they serve according to established criteria for performance and the financial ability of the church to provide compensation and benefits annually. Should conditions exist where staff positions cannot be maintained, the senior minister will make decisions to terminate staff in accordance to the fiscal reality of the situation. The senior minister will make changes in staff positions as needed to fulfill the priorities set by the Board in accordance with the church's ends.

Measures:

1. Self-reporting by the executive.
2. Confirmation by audit (internal or external).

Rationale for the Measures:

These measures are easy to track, inexpensive in time and other resources, and provide a high level of accuracy.

Evidence of Acceptable Progress – The Data

I report compliance.

The minister has not promised or implied permanent or guaranteed employment.

2.7.3. Establish current compensation and benefits that:

- a. deviate materially from the geographic market for the skills employed
- b. create contractual obligations over a term longer than revenues can be safely projected and in all events subject to losses of revenue.

Interpretation:

The senior minister will establish and maintain a compensation and benefits program that has integrity, fairness, internal consistency between staff levels, reflects the market conditions for the skill set for each position, and is consistent with the most current compensation guidelines published by the UUA. I further interpret this to mean that the senior minister must create salary levels that are equivalent to UUA salary levels for similar positions.

In the case of staff with contracts, should any contract extend beyond 12 months, it will include clauses that allow for modification or cancelation in the case of loss of revenue.

The minister could not create a permanent commitment to any current or former staff person (e.g., direct, multi-year payments to a retired former staff person).

Measures:

1. Self-reporting by the executive.
2. Confirmation by audit (internal or external).

Rationale for the Measures:

These measures are easy to track, inexpensive in time and other resources, and provide a high level of accuracy.

Evidence of Acceptable Progress – The Data

I report compliance.

In 2019, we are paying all staff positions at least at the midpoint recommended for their position

by the UUA for a church our size and in our geographical region with the exception of our janitorial service. For 2020, the proposed budget will also pay all staff at the UUA recommended midpoint.

2.7.4. Establish compensation and benefits so as to cause unpredictable or inequitable situations.

Interpretation:

The church will provide benefits (paid leave, health care insurance, etc.) to staff in a way that is objective, uniform, and transparent. Staff will accrue benefits according to a written personnel policy. Two employees with the same level of skill, seniority, and responsibility should typically expect to receive similar benefits.

Measures:

1. Self-reporting by the executive.
2. Direct observation by the board of compliance (e.g., review of personnel manual).
3. Confirmation by audit (internal or external).

Rationale for the Measures:

These measures are easy to track, inexpensive in time and other resources, and provide a high level of accuracy.

Evidence of Acceptable Progress – The Data

I report compliance.

Employees of similar skill level, seniority, and responsibility receive similar benefits. All full-time staff uniformly receive benefits within the parameters of the UUA's recommendations. The benefits, and who qualifies for them, are documented in the personnel manual, which all employees receive.

[Last updated 9/05/2019.]

July 2019 Financial Reports

We experienced slight net revenue in July, primarily due to a rise in actual pledge payments. I have been working with the newest bookkeeper on correcting some balance sheet issues. Some of those corrections have also resulted in improvements into our income verses expenses than what we reported earlier (the prior bookkeeper had credited some revenue that was actually operating revenue to funds on the balance sheet instead).

Also, just a reminder that the actual to budget comparison report is not as useful until later in the year because a prior bookkeeper laid in all budgeted revenue and expenses evenly over all 12 months when many of them are concentrated in certain parts of the year. Thus, the comparison of YTD versus 2018 for the same time period is the more useful.

You will notice a few highlighted items in the balance sheet. These are items about which I will be speaking with our bookkeeper to clarify if they accurate and initiate any corrections if needed. Our bookkeeping firm has had to evacuate due to the hurricane, so it may be a while before we can have that conversation.

First Unitarian Universalist Church of Austin
Balance Sheet
As of July 31, 2019

	May 2019	Jun 2019	Jul 2019
ASSETS			
Current Assets			
Bank Accounts			
1000 Cash & Investments		0.00	0.00
1100 Bank	0.00	0.00	0.00
1110 THCU Checking	208,642.81	126,051.74	138,249.70
1120 THCU Savings	384.65	384.65	384.65
1130 THCU Money Market	0.00	0.00	0.00
1140 THCU CDs	0.00	0.00	0.00
1150 UFCU Savings	5.00	5.00	5.00
1160 RBank Debt Service 676	56,722.10	56,728.63	56,736.32
1170 RBank Construction 668	107,565.52	142,437.42	145,607.38
Total 1100 Bank	\$ 373,320.08	\$ 325,607.44	\$ 340,983.05
1300 Annuity 2014 **No Activity**	0.00	0.00	0.00
1400 Petty Cash		0.00	0.00
1410 Religious Ed PC 1	200.00	200.00	200.00
Total 1400 Petty Cash	\$ 200.00	\$ 200.00	\$ 200.00
Total 1000 Cash & Investments	\$ 373,520.08	\$ 325,807.44	\$ 341,183.05
1072 Bill.com Money Out Clearing	939.82	2,172.79	1,037.82
1250 UU Common Endowment Accounts		0.00	0.00
1251 UUCEF Permanent Endowment Acct.	228,897.38	239,455.53	238,750.97
1252 UUCEF Mixed Investment Account	302,077.25	321,085.86	320,141.11
1253 UUCEF Murr Music Account	64,546.94	67,524.24	67,325.56
1254 UUCEF Education & Benevolence Trust	204,748.19	214,192.43	213,562.20
Total 1250 UU Common Endowment Accounts	\$ 800,269.76	\$ 842,258.06	\$ 839,779.84
Ask CC		299.00	299.00
Ask Payroll	0.00	0.00	0.00
Total Bank Accounts	\$ 1,174,729.66	\$ 1,170,537.29	\$ 1,182,299.71
Accounts Receivable			
11000 Accounts Receivable	-100.00	-100.00	-100.00
Total Accounts Receivable	-\$ 100.00	-\$ 100.00	-\$ 100.00
Other Current Assets			
12400 Payment Reconciliation	22,388.14	21,098.79	17,211.90
12410 Cash/Checks	1,126.05	0.01	0.00
Total 12400 Payment Reconciliation	\$ 23,514.19	\$ 21,098.90	\$ 17,211.90
2120 Payroll Asset	493.89	0.00	0.00
Prepaid Expenses	6,223.00	5,334.00	4,445.00
Total Other Current Assets	\$ 30,231.08	\$ 26,432.90	\$ 21,656.90

	May 2019	Jun 2019	Jul 2019
Total Current Assets	\$ 1,204,860.74	\$ 1,196,870.19	\$ 1,203,856.61
Fixed Assets			
1500 Fixed Assets		0.00	0.00
1510 Building - at cost	672,232.75	672,232.75	672,232.75
1530 Land - Travis CAD '16 Value	3,772,325.00	3,772,325.00	3,772,325.00
1540 Furniture & Equipment	128,274.94	128,274.94	128,274.94
Total 1500 Fixed Assets	\$ 4,572,832.69	\$ 4,572,832.69	\$ 4,572,832.69
Total Fixed Assets	\$ 4,572,832.69	\$ 4,572,832.69	\$ 4,572,832.69
TOTAL ASSETS	\$ 5,777,693.43	\$ 5,769,702.88	\$ 5,776,689.30
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
20000 Accounts Payable	182,138.46	31,415.32	13,604.67
Total Accounts Payable	\$ 182,138.46	\$ 31,415.32	\$ 13,604.67
Credit Cards			
...3115 M. Barnhouse	76.78	76.78	76.78
...3123 K. Cornell	0.00	0.00	0.00
...5136 S. Posern	141.93	141.93	1,027.12
...8572 K. Stokes		0.00	90.00
2010 ...3081 C. Jimmerson	7,086.79	-2,945.30	786.35
Total Credit Cards	\$ 7,305.50	-\$ 2,726.59	\$ 1,980.25
Other Current Liabilities			
2000 Liabilities	0.00	0.00	0.00
2110 Direct Deposit Liabilities	0.00	17,565.65	18,627.57
2200 Security Deposits	0.00	0.00	0.00
2400 Payroll Liabilities	0.00	3,551.42	3,733.83
2401 Fed W/H	0.00	0.00	0.00
2402 Social Security	0.00	0.00	0.00
2403 Medicare	0.00	0.00	0.00
2404 403(b) Pension	0.00	0.00	0.00
2405 Health Care Payable	0.00	0.00	0.00
2406 Dental Payable	0.00	0.00	0.00
2499 End of Year Payroll Liability	0.00	0.00	0.00
Total 2400 Payroll Liabilities	\$ 0.00	\$ 3,551.42	\$ 3,733.83
2500 Sales Tax Payable	0.00	0.00	0.00
Total 2000 Liabilities	\$ 0.00	\$ 21,117.07	\$ 22,361.40
2415 Accrued payroll	22,924.54	0.00	5,931.89
Sales Tax Agency Payable	0.00	0.00	0.00
Total Other Current Liabilities	\$ 22,924.54	\$ 21,117.07	\$ 28,293.29
Total Current Liabilities	\$ 212,368.50	\$ 49,805.80	\$ 43,878.21
Long-Term Liabilities			
2600 RBank Loan 400470000	1,108,937.95	1,280,042.12	1,280,042.12
Total Long-Term Liabilities	\$ 1,108,937.95	\$ 1,280,042.12	\$ 1,280,042.12

	May 2019	Jun 2019	Jul 2019
Total Liabilities	\$ 1,321,306.45	\$ 1,329,847.92	\$ 1,323,920.33
Equity			
3000 Opening Balance Equity	0.00	0.00	0.00
3001 Fixed Assets - Equity	4,572,325.00	4,572,325.00	4,572,325.00
3100 Restricted Funds		0.00	0.00
3200 Cong. Restricted Funds		0.00	0.00
3220 Permanent Endowment Fund	228,897.38	239,455.53	238,750.97
3240 Savings Fund	345,899.33	374,352.18	372,777.20
3260 Murr Music Fund	91,750.10	94,727.40	94,528.72
3280 Education & Benevolence Fund	212,471.33	212,471.33	212,471.33
Total 3200 Cong. Restricted Funds	\$ 879,018.14	\$ 921,006.44	\$ 918,528.22
3400 Temporarily Restricted Funds	750.00	750.00	750.00
3405 Long Range Fund	0.00	0.00	0.00
3410 Capital Campaign Fund	-951,309.87	-981,360.37	-967,118.58
3415 Paradox Players Fund	9,386.98	9,386.98	9,386.98
3420 Religious Education Fund	0.00	0.00	0.00
3421 Chalice Circles	608.08	608.08	608.08
3422 CampUU/Hogwarts Fund	0.00	0.00	0.00
3423 F.R.E.D.	396.10	396.10	396.10
3424 Junior High Fund	1,093.69	1,093.69	1,093.69
3426 Senior High Fund	10,612.59	10,612.59	10,612.59
3428 Adult RE Fund	0.97	0.97	0.97
3429 Children's RE Fund	230.76	230.76	230.76
3431 Antiracism/Multiculturalism Fund	0.00	0.00	0.00
3432 Education and Benevolence Fund	0.00	0.00	0.00
Total 3420 Religious Education Fund	\$ 12,942.19	\$ 12,942.19	\$ 12,942.19
3440 Caring Fund	6,159.48	6,159.48	5,569.48
3450 Music Fund	0.00	0.00	0.00
3452 Children's Choir Fund	1,110.00	1,110.00	1,110.00
3456 Music Other Fund	1,095.43	1,095.43	1,095.43
Total 3450 Music Fund	\$ 2,205.43	\$ 2,205.43	\$ 2,205.43
3460 Bookstore Fund	1,219.71	1,219.71	1,219.71
3470 Facility Fund	0.00	0.00	0.00
3472 Emergency & Maintenance Fund	0.00	0.00	0.00
3474 Green Sanctuary Fund	53.00	53.00	53.00
3478 Grounds Fund	728.48	728.48	628.48
Total 3470 Facility Fund	\$ 781.48	\$ 781.48	\$ 681.48
3480 Flowers Fund	-225.00	-300.00	0.00
3490 Technology Fund		0.00	0.00
3492 Internet Ministries Fund	45.00	45.00	45.00
3494 Media Team Fund	15.28	15.28	15.28
3496 IT Fund	0.00	0.00	0.00
Total 3490 Technology Fund	\$ 60.28	\$ 60.28	\$ 60.28
3515 Social Action Fund	845.15	845.15	845.15

	May 2019	Jun 2019	Jul 2019
3570 Living Our Mission Fund	87,060.90	82,991.23	82,901.23
3580 Justice Fund	12,383.44	12,383.44	12,383.44
3585 Art Mission	93.56	93.56	93.56
3590 Minister Sabbatical Fund	4,692.16	4,692.16	4,692.16
3607 Safe Refuge Fund	65.00	65.00	115.00
Total 3400 Temporarily Restricted Funds	-\$ 812,889.11	-\$ 847,084.28	-\$ 833,272.49
Total 3100 Restricted Funds	\$ 66,129.03	\$ 73,922.16	\$ 85,255.73
3900 Unrestricted Net Assets	-178,223.01	-178,223.01	-178,223.01
Net Income	-3,844.04	-28,169.19	-26,588.75
Total Equity	\$ 4,456,386.98	\$ 4,439,854.96	\$ 4,452,768.97
TOTAL LIABILITIES AND EQUITY	\$ 5,777,693.43	\$ 5,769,702.88	\$ 5,776,689.30

Thursday, Sep 05, 2019 07:44:39 AM GMT-7 - Accrual Basis

First Unitarian Universalist Church of Austin

PROFIT AND LOSS

January - July, 2019

	JAN 2019	FEB 2019	MAR 2019	APR 2019	MAY 2019	JUN 2019	JUL 2019	TOTAL
Income								
4000 Unrestricted Income								\$0.00
4100 Contributions								\$0.00
4110 Pledge	67,416.32	61,419.49	60,224.33	72,461.49	52,826.61	38,823.16	64,368.16	\$417,539.56
4120 Sunday Plate	1,563.18	3,484.00	5,716.28	4,079.06	1,684.97	2,728.93	1,771.51	\$21,027.93
4190 Other Gifts	280.00	3,085.00	2,812.00	300.80	5,957.18	57.00	363.00	\$12,854.98
Total 4100 Contributions	69,259.50	67,988.49	68,752.61	76,841.35	60,468.76	41,609.09	66,502.67	\$451,422.47
4200 Rental	2,205.69	2,063.92	4,966.06	3,840.98	3,960.21	7,780.30	14,948.17	\$39,765.33
Total 4000 Unrestricted Income	71,465.19	70,052.41	73,718.67	80,682.33	64,428.97	49,389.39	81,450.84	\$491,187.80
4900 Other Income								
4910 Interest and Dividends	51.86	72.21	51.10	58.95	67.68	72.86	69.11	\$443.77
4930 Paradox Players	640.00			415.00	4,420.30		47.00	\$5,522.30
4940 Special fundraiser - Auction	0.00				3,876.82	8,076.00	1,768.55	\$13,721.37
4960 Special Plate	1,128.00	316.00	1,370.79	1,539.00	1,051.26	424.00	876.98	\$6,706.03
4970 Hogwarts/Camp UU					5,150.00	900.00	1,750.00	\$7,800.00
4980 Income from Committees								\$0.00
4982 Forum		11.00						\$11.00
4986 Other		50.00						\$50.00
Total 4980 Income from Committees		61.00						\$61.00
Total 4900 Other Income	1,819.86	449.21	1,421.89	2,012.95	14,566.06	9,472.86	4,511.64	\$34,254.47
Total Income	\$73,285.05	\$70,501.62	\$75,140.56	\$82,695.28	\$78,995.03	\$58,862.25	\$85,962.48	\$525,442.27
GROSS PROFIT	\$73,285.05	\$70,501.62	\$75,140.56	\$82,695.28	\$78,995.03	\$58,862.25	\$85,962.48	\$525,442.27
Expenses								
6000 Events and Min. Teams Expenses	2,013.43	1,493.61	1,868.90	3,666.35	-672.85	2,025.23	3,585.65	\$13,980.32
6100 Ministry Support	1,937.02	1,005.00	960.00	2,855.00	2,074.20	1,006.25	200.00	\$10,037.47
6200 Supplies & Materials	2,029.88	971.34	2,688.25	1,020.47	2,140.42	2,621.39	3,242.29	\$14,714.04
6300 Repairs and Upkeep	4,078.10	4,741.51	6,065.52	10,712.12	7,064.57	8,709.34	5,087.11	\$46,458.27
6400 In house services	1,324.44	1,132.75	1,126.05	1,160.91	-1,120.05	959.62	1,917.99	\$6,501.71

	JAN 2019	FEB 2019	MAR 2019	APR 2019	MAY 2019	JUN 2019	JUL 2019	²⁹ TOTAL
6420 Communications, Data & Tech	3,136.99	1,794.25	3,180.52	2,286.31	2,500.17	4,560.97	1,939.94	\$19,399.15
6500 Fees, Dues, Training, Travel	87.76	213.57	802.46	5,649.72	1,087.99	2,734.25	1,360.31	\$11,936.06
6600 Employee Expenses	66,095.15	54,324.48	54,565.39	66,877.04	54,403.03	53,426.98	60,048.53	\$409,740.60
6700 Charitable Contributions			0.00	11,260.00	515.00		3,507.50	\$15,282.50
6800 Contract and Consulting	1,892.51	2,015.00	1,870.00	2,300.80	2,370.00	3,942.42	2,116.40	\$16,507.13
6900 Banking Expenses and Fees	3,481.34	4,337.71	4,039.40	5,305.54	-11,814.95	1,087.69	1,085.80	\$7,522.53
7000 Faith Development Expenses						1,310.15	128.10	\$1,438.25
7100 Ministry Teams		293.27	81.60		172.59	803.11	162.42	\$1,512.99
Total Expenses	\$86,076.62	\$72,322.49	\$77,248.09	\$113,094.26	\$58,720.12	\$83,187.40	\$84,382.04	\$575,031.02
NET OPERATING INCOME	\$ -12,791.57	\$ -1,820.87	\$ -2,107.53	\$ -30,398.98	\$20,274.91	\$ -24,325.15	\$1,580.44	\$ -49,588.75
Other Income								
9980 Tfr. Mixed invest to Operations				23,000.00				\$23,000.00
Total Other Income	\$0.00	\$0.00	\$0.00	\$23,000.00	\$0.00	\$0.00	\$0.00	\$23,000.00
NET OTHER INCOME	\$0.00	\$0.00	\$0.00	\$23,000.00	\$0.00	\$0.00	\$0.00	\$23,000.00
NET INCOME	\$ -12,791.57	\$ -1,820.87	\$ -2,107.53	\$ -7,398.98	\$20,274.91	\$ -24,325.15	\$1,580.44	\$ -26,588.75

First Unitarian Universalist Church of Austin

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PROFIT AND LOSS COMPARISON

January - July, 2019

	TOTAL	
	JAN - JUL, 2019	JAN - JUL, 2018 (PY)
Income		
4000 Unrestricted Income		
4100 Contributions		
4110 Pledge	417,539.56	420,481.70
4120 Sunday Plate	21,027.93	15,047.08
4190 Other Gifts	12,854.98	1,277.39
4195 Contributions - Other		3,183.17
Total 4100 Contributions	451,422.47	439,989.34
4200 Rental	39,765.33	13,893.10
Total 4000 Unrestricted Income	491,187.80	453,882.44
4900 Other Income		3,215.97
4910 Interest and Dividends	443.77	1,314.08
4930 Paradox Players	5,522.30	
4940 Special fundraiser - Auction	13,721.37	2,222.00
4950 Recurring Event		2,901.85
4960 Special Plate	6,706.03	7,916.36
4970 Hogwarts/Camp UU	7,800.00	6,250.00
4980 Income from Committees		51.13
4982 Forum	11.00	41.00
4986 Other	50.00	2,490.37
Total 4980 Income from Committees	61.00	2,582.50
Total 4900 Other Income	34,254.47	26,402.76
Total Income	\$525,442.27	\$480,285.20
GROSS PROFIT	\$525,442.27	\$480,285.20
Expenses		
6000 Events and Min. Teams Expenses	13,980.32	15,119.89
6100 Ministry Support	10,037.47	13,909.39
6200 Supplies & Materials	14,714.04	20,053.08
6300 Repairs and Upkeep	46,458.27	43,566.25
6400 In house services	6,501.71	6,439.62
6420 Communications, Data & Tech	19,399.15	13,098.80
6500 Fees, Dues, Training, Travel	11,936.06	19,052.67
6600 Employee Expenses	409,740.60	400,903.96
6700 Charitable Contributions	15,282.50	25,131.10
6800 Contract and Consulting	16,507.13	2,860.00
6900 Banking Expenses and Fees	7,522.53	6,137.49
7000 Faith Development Expenses	1,438.25	
7100 Ministry Teams	1,512.99	
9000 Miscellaneous Expenses		9,818.70
Total Expenses	\$575,031.02	\$576,090.95
NET OPERATING INCOME	\$ -49,588.75	\$ -95,805.75

	TOTAL	
	JAN - JUL, 2019	JAN - JUL, 2018 (PY)
Other Income		31
9980 Tfr. Mixed invest to Operations	23,000.00	23,000.00
Total Other Income	\$23,000.00	\$23,000.00
Other Expenses	\$0.00	\$0.00
NET OTHER INCOME	\$23,000.00	\$23,000.00
NET INCOME	\$ -26,588.75	\$ -72,805.75

First Unitarian Universalist Church of Austin

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PROFIT AND LOSS COMPARISON

January - July, 2019

	TOTAL	
	JAN - JUL, 2019	JAN - JUL, 2018 (PY)
Income		
4000 Unrestricted Income		
4100 Contributions		
4110 Pledge	417,539.56	420,481.70
4120 Sunday Plate	21,027.93	15,047.08
4190 Other Gifts	12,854.98	1,277.39
4195 Contributions - Other		3,183.17
Total 4100 Contributions	451,422.47	439,989.34
4200 Rental	39,765.33	13,893.10
Total 4000 Unrestricted Income	491,187.80	453,882.44
4900 Other Income		3,215.97
4910 Interest and Dividends	443.77	1,314.08
4930 Paradox Players	5,522.30	
4940 Special fundraiser - Auction	13,721.37	2,222.00
4950 Recurring Event		2,901.85
4960 Special Plate	6,706.03	7,916.36
4970 Hogwarts/Camp UU	7,800.00	6,250.00
4980 Income from Committees		51.13
4982 Forum	11.00	41.00
4986 Other	50.00	2,490.37
Total 4980 Income from Committees	61.00	2,582.50
Total 4900 Other Income	34,254.47	26,402.76
Total Income	\$525,442.27	\$480,285.20
GROSS PROFIT	\$525,442.27	\$480,285.20
Expenses		
6000 Events and Min. Teams Expenses	13,980.32	15,119.89
6100 Ministry Support	10,037.47	13,909.39
6200 Supplies & Materials	14,714.04	20,053.08
6300 Repairs and Upkeep	46,458.27	43,566.25
6400 In house services	6,501.71	6,439.62
6420 Communications, Data & Tech	19,399.15	13,098.80
6500 Fees, Dues, Training, Travel	11,936.06	19,052.67
6600 Employee Expenses	409,740.60	400,903.96
6700 Charitable Contributions	15,282.50	25,131.10
6800 Contract and Consulting	16,507.13	2,860.00
6900 Banking Expenses and Fees	7,522.53	6,137.49
7000 Faith Development Expenses	1,438.25	
7100 Ministry Teams	1,512.99	
9000 Miscellaneous Expenses		9,818.70
Total Expenses	\$575,031.02	\$576,090.95
NET OPERATING INCOME	\$ -49,588.75	\$ -95,805.75

	TOTAL	
	JAN - JUL, 2019	JAN - JUL, 2018 (PY)
Other Income		
9980 Tfr. Mixed invest to Operations	23,000.00	23,000.00
Total Other Income	\$23,000.00	\$23,000.00
Other Expenses	\$0.00	\$0.00
NET OTHER INCOME	\$23,000.00	\$23,000.00
NET INCOME	\$ -26,588.75	\$ -72,805.75

Monthly Program Development Report

First Unitarian Universalist Church of Austin

August 2019

White Allies/Anti-Racism Work

- In August, the Allies group had a fun evening with food and beverages. We watched two videos – one about a group of Muslim women who experienced being infiltrated by an undercover agent who pretended to be their friend and to join Islam. The other video featured Van Jones speaking at the 2018 Revolutionary Love antiracism conference.
- We continued providing Racism Unlearning Circles in August.

Interfaith and Wider UU Work

- I continued mentoring a new minister who is preliminary fellowship
- I also agreed to serve as the teaching pastor for a UU who will be entering our Meadville Lombard seminary this fall.

Capital Campaign and Construction

- We completed minor remaining details such as the installation of matching overhead light fixture in the new section of the sanctuary.

Finances & Data

- Please see the separate financial statements for July 2019.

Stewardship

- The Stewardship Ministry Team provided an excellent lead donors party.

Facility & Hardware

- Nothing new to report.

Staff

- Nothing new to report.

Membership

Joined :

Carol Riddle, 8/4/2019

Deactivated:

Joe and Vicky Linsalata, Resigned, 8/15/2019