

FUUCA Board of Trustees

Meeting Agenda: Tuesday, October 15, 2019

Date/time: Tuesday, October 15, 2019 from 6:30 PM to 8:30 PM
Location: FUUCA
Purpose/notes: Regular scheduled meeting

RSVP

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

- 1.4.8 monitoring report 10-2019.pdf Pages 8-9
- Aug2019FinancialReports.pdf 10-19
- draft2020budgetwith narrative08-20-19.pdf 20-23
- End 7 report.pdf 6-7

- Minutes-2019-09-17-v1.pdf pages 3-5
- Program Development Report Aug 2019.pdf page 24

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 / 15 min |
| 2.4. Gift to church | Chris Jimmerson / 5 min |

Motion: Appoint Christopher Jimmerson as the authorized signatory and official who may conduct transactions for the Vanguard IRA for which Ann C McGaughey named First Unitarian Universalist Church of Austin as the beneficiary and for any resulting IRA(s) which may be established in the church's name.

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. Board Calendar | Elias Ponvert / 5 min |
| 4.2. Mistakes and Miracles: Chapter 2 | 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 | Elias Ponvert / 2 min |
| 5.3. Extinguishing the Chalice and Closing Words | Gay Phillips / 2 min |



FUUCA Board of Trustees

Meeting Minutes: Tuesday, September 17, 2019

Date/time: Tuesday, September 17, 2019 Started: 6:30 PM Ended: 8:30 PM
Location: FUUCA
Purpose/notes: Regular scheduled meeting
Chaired by: Tomas Medina
Minuted rec. by: Tomas Medina
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

Absent: Shannon Posern

Invited guests: Anna Ferrini (present)

Meeting documents

6 documents attached to agenda items below

Agenda

1. Coming Back into Covenant

1.1. Chalice Lighting and Opening Words

Nesan read the opening reading while Elias lit a candle.

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:

- 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.

Board members too turns reading lines of the covenant.

Status: Completed

1.3. Confirm Timekeeper and Process Evaluator

Status: Completed

1.4. Approve Agenda and Consent Agenda

A motion was forwarded and seconded to approve the agenda and consent agenda.

Status: Completed

- 1.4.6 monitoring.pdf
 - 2.4 Financial Conditions rev09-2019.pdf
 - 2.7 Compensation and Benefits rev 09-2019.pdf
 - July2019FinancialReports.pdf
 - Minutes-2019-08-20-v1.pdf
 - Program Development Report Aug 2019.pdf
-

2. Connecting with our Moral Ownership

2.1. Recognition of Church Volunteers and Staff

The board signed notes and discussed other people to thank for their help, including the people who have provided testimonials during service leading up to stewardship Sunday. We also gratefully remember the efforts of Mary Overton and Toni Wegner to organize the lead donor appreciation dinner.

Status: Completed

2.2. Visitor's Forum

Anna had no comment.

Status: Completed

2.3. Moment with Meg

Meg caught us up on church goings on.

Status: Completed

3. Monitoring our Progress

3.1. Policy Committee

Elias described his connections to two churches about their procedures for adopting public positions. Both, it seems, have good examples of process.

Nesan described his contact with his former congregation that is also interested in developing procedures for the same purpose.

More generally, the committee is going through a list of about 30 churches to find out more.

Status: Completed

3.2. Monitoring Committee

Sadie shared a link to a draft of the revised congregational survey.

Matt provided some context for the previous survey and our approach to improving it this year. We don't want to change the content too much so that we can do comparisons, but we are going to change the form somewhat, bringing the most important question forward and simplifying some of the most complicated questions.

The monitoring committee asks that board members take the survey themselves and provide feedback.

Status: Completed

3.3. Linkage Committee

Sarah noted that the linkage committee was going to be focused on the interim religious education process, but because this has been moved to January the committee is thinking about things to do in the fall.

Status: Completed

4. Learning & Creating the Future

4.1. Mistakes and Miracles: Chapter 1

Sarah opened the discussion by asking some questions about the chapter we read. Everyone contributed.

We agreed to read the second chapter for next meeting.

Status: Completed

5. Adjourn

5.1. Action Items

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

- Readings
- Timekeeper
- Process Evaluator
- Snacks

- Readings: Gay
- Timekeeper: Chris
- Process Evaluator: Elias
- Snacks: Matt

We will read Chapter 2 of mistakes and miracles.

There were some action items for recognizing volunteers.

Please take survey.

Status: Completed

5.2. Process Evaluation

Status: Completed

5.3. Extinguishing the Chalice and Closing Words

Status: Completed

End #7 Interpretation

- We provide leadership to and collaborate with the greater Unitarian Universalist community to expand the reach of our movement

We work with the other UU congregations around us to offer classes like OWL and Coming of Age, and invite area UUs to participate in events. We encourage ministers and members to be involved with national UU committees, to provide input and leadership in the wider denomination. We continue to be a leader in the UU Sanctuary movement, so we can encourage others with our successes and invite them to learn from our mistakes. We do what we can to strengthen and be a resource for the Austin Sanctuary Network, which we helped start. Together with other churches, we participate in outreach efforts, protest events, political actions, and we work with other churches to increase the visibility of Unitarian Universalism at city-wide events like Pride. We think of First UU as a “hub” congregation because of our size, our facilities, and our central location. The Regional staff have asked us to be a hub for UU classes and events, and we work toward that goal. Watched by people all over the UU world, our live streamed services will only continue to be more well-known, a valuable outreach tool. Our Public Affairs Forum is televised, so it is available to the Austin community. The Senior Minister’s writing appears in the UU World magazine, both in hard copy and online.

Measures

We will note the number of classes we offer which involve other congregations.

We will list the national efforts in which our ministers are involved.

We will note the actions and events we do with other congregations to increase the visibility of UUism in our area.

We will list the events which are held here as we act in our capacity as a hub congregation for this area.

We will note the number of pieces published by our ministers

We will count the number of views of our streamed services.

Classes with other congregations: Our three OWL classes are coordinated with those at Live Oak, so if any of our folks can’t do it on our schedule, they can join the class at Live Oak, and vice-versa.

The UU congregation in SA, Live Oak and First UU made a Coming-of-Age retreat at UbarU together this October.

Our Camp UU, Hogwarts, includes both adults and children from other congregations. Several area churches are involved in organizing approx. twice yearly rallies (conferences) for our Youth groups.

National efforts in which our ministers are involved:

Sermons written by both Chris and Meg have been used in national publications, such as Soul Matters. Meg's songs are used as the basis of sermons by other ministers, and they are performed at churches all over the US.

Meg's columns appear in the online UU World magazine and in the print version, and in the CLF's Quest publication.

Chris continues on the board of the Allies for Racial Equity.

Both Meg and Chris advise and mentor other ministers, both fellowshipped and in formation.

Actions and events with other congregations to increase UU visibility:

The Austin Sanctuary Network, founded by First UU and St. Andrews Pres, continues to involve over 25 churches and organizations. Meetings and events are held both at First UU and at St. Andrew's. ASN organizes events, perhaps 5 last year, for lobbying and protesting in SA. They also organize accompaniment of migrants and asylum seekers to their government appointments. Several churches are involved in this. Each year they organize a fundraiser concert that involves many churches and organizations.

Number of pieces published by the ministers:

Chris had a sermon used by Soul Matters

Meg had three in the UU World last year, a sermon published in Soul Matters, and three requests for choir arrangements for All Will Be Well for two UU congregations and one Methodist congregation.

Number of views of our streamed services:

A number of our members who find it difficult to get to the services in person enjoy seeing it on the church FB page either when it's live or later on, as the services are archived on the First UU FB page. We get noted from all over the country, and internationally, from people who "come to church" at First UU, either on the FB stream or the podcast. Our most recent notes are from Sweden and Germany.

The Average over the 127 service videos on Facebook streaming is 228 views. The highest viewership was for the "Live from Pflugerville" service last year with 1.2 thousand views. The average otherwise is 220 per service.

- Ends Interpretation 1.4.8: We are generous with time, talent, and treasure to realize our mission

First UU Church of Austin

February 12, 2019

- **We are generous with time, talent, and treasure to realize our mission**

Interpretation:

Everything we do at First UU is in service of the mission and ends of the congregation. We ask our members and our friends to pledge yearly, and we have made this a requirement of membership. In every “Path to Membership” class we make the expectations of membership clear and give a benchmark of each individual’s fair share of support in order to allow people to make informed decisions about how much support they wish to pledge. We rotate between “Celebration Sundays” where everyone pledges on the same day, and every member canvass, where each person gets a conversation of some kind with a canvassing volunteer.

We depend on our members and friends to volunteer their time, skill, and experience in order to move the congregation toward its ends in order to fulfill the church’s mission. To this end, we ask all new members to fill out an interest form indicating what kinds of efforts they’d like to help with. We have been building a “Transformation Through Service” program. TTS is comprised of a team of interviewers who sit down with new and long-time members for an in-depth interview about their relationship to the church, their interests, and their availability for ministry within the congregation. They then decide together what ministry team would be the best fit for that congregant. This is a change, as we have mainly been doing this for new members, but now it is open to all members and friends. We would like to broaden the base of our volunteer support, so the same people are not always the ones doing the work. The program is just at its beginnings, but it has had good response so far.

Measures:

We track pledged income and the payment on pledges every year. Reports are sent to congregants to let them know what they pledged and what they have paid. We track volunteer hours to the degree possible to marvel at the generosity of our members and friends, and to understand how many work hours it takes to make a large church run well. We track how much we raise from our fund raiser, the yearly auction.

Evidence of Progress:

Auction Fundraiser: The Auction made 15,600 last spring!

Volunteer Hours: Last year was a hard one because of leadership changes, new staff, and construction. We had great RE classroom teachers, but the DRE had a lot of trouble getting support volunteers for them. There were good Youth advisors. She reported that volunteer energy was low. The Social Action folks also did not do a report on their actions and hours, as there was changeover in leadership in the middle of the year and no new chair, even now. I am still looking for a chair.

Board members and heads of ministry teams probably give around 60 hours a year to their volunteer work for the congregation. I'd say we have around 40 people in leadership, and that together, they would give 2400 hours. Their team members include another 50 people, who probably give about 30 hours a year each. I'd guess that, altogether, that's nearly 4000 volunteer hours. I think this may be a conservative estimation.

The Transformation Through Service. Team continues to interview both long-time and new members to help them discern where they might best plug in to the congregation's life.

Pledging and Plate Support

Average Pledge

| | | | | | | |
|----------------|---------|---------|---------|---------|---------|---------|
| Year | 2015 | 2016 | 2017 | 2018 | 2019 | 2020* |
| Average Pledge | \$1,634 | \$1,810 | \$1,892 | \$1,995 | \$2,263 | \$3,073 |

* 2020 is for those pledges we have received so far. It is likely this average will come down some, as many of our largest pledgers have already made their pledges. For those folks who have made a 2020 pledge so far and who also pledged for 2019, the average increase so far has been 9.6%.

Average Monthly Plate Collection

| | | | | | |
|------------------|---------|---------|---------|---------|-------------|
| Year | 2015 | 2016 | 2017* | 2018 | 2019 so far |
| Average Mo Plate | \$5,018 | \$5,162 | \$2,284 | \$2,767 | \$3,004 |

* The bookkeeper at the time in 2015 and 2016 recorded any contribution we received that was not designated as a pledge or other specific type of gift as plate revenue. Because of this, plate revenue was overstated for those years. In 2017, we switched to more accurately designating such contributions as "Other Gifts". Thus, the apparent drop in average monthly plate gifts between 2016 and 2017 was the result of an accounting change and not a real drop in revenue.

[Last updated on 02/12/2019]

August 2019 Financial Reports

We had about \$12,000 in expenses greater than income in August; however, this is not unusual for this time of the year. Year to date, we are faring better than last year. Also, we have a large gift from a church member who named thew church as the beneficiary of one of her IRAs, and we have not received the expected funds from the Wake Now Our Vision Campaign.

First Unitarian Universalist Church of Austin

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BALANCE SHEET As of August 31, 2019

| | JUN 2019 | JUL 2019 | AUG 2019 |
|--|-----------------------|-----------------------|-----------------------|
| ASSETS | | | |
| Current Assets | | | |
| Bank Accounts | | | |
| 1000 Cash & Investments | | | |
| 1100 Bank | 0.00 | 0.00 | 0.00 |
| 1110 THCU Checking | 126,051.74 | 138,249.70 | 135,953.17 |
| 1120 THCU Savings | 384.65 | 384.65 | 384.65 |
| 1150 UFCU Savings | 5.00 | 5.00 | 5.00 |
| 1160 RBank Debt Service 676 | 56,728.63 | 56,736.32 | 56,743.32 |
| 1170 RBank Construction 668 | 142,437.42 | 156,425.82 | 127,218.38 |
| Total 1100 Bank | 325,607.44 | 351,801.49 | 320,304.52 |
| 1400 Petty Cash | | | |
| 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 | 325,807.44 | 352,001.49 | 320,504.52 |
| 1072 Bill.com Money Out Clearing | 3,219.00 | 2,084.03 | 768.65 |
| 1250 UU Common Endowment Accounts | | | |
| 1251 UUCEF Permanent Endowment Acct. | 239,455.53 | 238,750.97 | 235,307.60 |
| 1252 UUCEF Mixed Investment Account | 321,085.86 | 320,141.11 | 315,523.89 |
| 1253 UUCEF Murr Music Account | 67,524.24 | 67,325.56 | 66,354.56 |
| 1254 UUCEF Education & Benevolence Trust | 214,192.43 | 213,562.20 | 210,482.11 |
| Total 1250 UU Common Endowment Accounts | 842,258.06 | 839,779.84 | 827,668.16 |
| Total Bank Accounts | \$1,171,284.50 | \$1,193,865.36 | \$1,148,941.33 |
| 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 | 21,098.79 | 17,211.90 | 20,995.01 |
| 12410 Cash/Checks | 0.01 | 0.00 | 0.00 |
| 12430 VANCO - ACH | 0.10 | 0.00 | 0.00 |
| Total 12400 Payment Reconciliation | 21,098.90 | 17,211.90 | 20,995.01 |
| 2120 Payroll Asset | 0.00 | 0.00 | 0.00 |
| Prepaid Expenses | 5,334.00 | 4,445.00 | 3,556.00 |
| Total Other Current Assets | \$26,432.90 | \$21,656.90 | \$24,551.01 |
| Total Current Assets | \$1,197,617.40 | \$1,215,422.26 | \$1,173,392.34 |
| Fixed Assets | | | |
| 1500 Fixed Assets | | | |
| 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 | 128,641.78 | 128,641.78 |
| Total 1500 Fixed Assets | 4,572,832.69 | 4,573,199.53 | 4,573,199.53 |
| Total Fixed Assets | \$4,572,832.69 | \$4,573,199.53 | \$4,573,199.53 |

| | JUN 2019 | JUL 2019 | ¹² AUG 2019 |
|--|-----------------------|-----------------------|------------------------|
| TOTAL ASSETS | \$5,770,450.09 | \$5,788,621.79 | \$5,746,591.87 |
| LIABILITIES AND EQUITY | | | |
| Liabilities | | | |
| Current Liabilities | | | |
| Accounts Payable | | | |
| 20000 Accounts Payable | 32,461.53 | 14,720.88 | 18,821.32 |
| Total Accounts Payable | \$32,461.53 | \$14,720.88 | \$18,821.32 |
| Credit Cards | | | |
| ...3115 M. Barnhouse | 76.78 | 76.78 | 76.78 |
| ...5136 S. Posern | 141.93 | 1,027.12 | 1,027.12 |
| ...8572 K. Stokes | | 90.00 | 90.00 |
| 2010 ...3081 C. Jimmerson | -2,945.30 | 4,459.68 | 8,031.49 |
| Total Credit Cards | \$ -2,726.59 | \$5,653.58 | \$9,225.39 |
| Other Current Liabilities | | | |
| 2000 Liabilities | | | |
| 2110 Direct Deposit Liabilities | 17,565.65 | 18,627.57 | 0.00 |
| 2400 Payroll Liabilities | 3,551.42 | 3,733.83 | 0.00 |
| Total 2000 Liabilities | 21,117.07 | 22,361.40 | 0.00 |
| 2415 Accrued payroll | 0.00 | 5,931.89 | 0.00 |
| Total Other Current Liabilities | \$21,117.07 | \$28,293.29 | \$0.00 |
| Total Current Liabilities | \$50,852.01 | \$48,667.75 | \$28,046.71 |
| Long-Term Liabilities | | | |
| 2600 RBank Loan 400470000 | 1,280,042.12 | 1,280,042.12 | 1,264,484.12 |
| Total Long-Term Liabilities | \$1,280,042.12 | \$1,280,042.12 | \$1,264,484.12 |
| Total Liabilities | \$1,330,894.13 | \$1,328,709.87 | \$1,292,530.83 |
| Equity | | | |
| 3001 Fixed Assets - Equity | 4,572,325.00 | 4,572,325.00 | 4,572,325.00 |
| 3100 Restricted Funds | | | |
| 3200 Cong. Restricted Funds | | | |
| 3220 Permanent Endowment Fund | 239,455.53 | 238,750.97 | 238,750.97 |
| 3240 Savings Fund | 374,352.18 | 372,777.20 | 360,665.52 |
| 3260 Murr Music Fund | 94,727.40 | 94,528.72 | 94,528.72 |
| 3280 Education & Benevolence Fund | 212,471.33 | 212,471.33 | 212,471.33 |
| Total 3200 Cong. Restricted Funds | 921,006.44 | 918,528.22 | 906,416.54 |
| 3400 Temporarily Restricted Funds | | | |
| 3410 Capital Campaign Fund | -981,360.37 | -947,606.49 | -928,479.70 |
| 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 |
| 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 |
| Total 3420 Religious Education Fund | 12,942.19 | 12,942.19 | 12,942.19 |
| 3440 Caring Fund | 6,159.48 | 5,569.48 | 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 |

| | JUN 2019 | JUL 2019 | ¹³ AUG 2019 |
|---|-----------------------|-----------------------|------------------------|
| 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 |
| 3515 No Longer in Use Social Action Fund (deleted) | 0.00 | 0.00 | 0.00 |
| 3570 Living Our Mission Fund | 83,557.99 | 83,467.99 | 82,750.99 |
| 3580 Justice Fund | 13,228.59 | 13,228.59 | 13,228.59 |
| 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 | 115.00 | 115.00 |
| Total 3400 Temporarily Restricted Funds | -847,059.28 | -822,629.05 | -804,219.26 |
| Total 3100 Restricted Funds | 73,947.16 | 95,899.17 | 102,197.28 |
| 3900 Unrestricted Net Assets | -178,223.01 | -178,223.01 | -178,223.01 |
| Net Income | -28,493.19 | -30,089.24 | -42,238.23 |
| Total Equity | \$4,439,555.96 | \$4,459,911.92 | \$4,454,061.04 |
| TOTAL LIABILITIES AND EQUITY | \$5,770,450.09 | \$5,788,621.79 | \$5,746,591.87 |

First Unitarian Universalist Church of Austin

PROFIT AND LOSS January - August, 2019

| | JAN 2019 | FEB 2019 | MAR 2019 | APR 2019 | MAY 2019 | JUN 2019 | JUL 2019 | AUG 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 | 47,709.94 | \$465,249.50 |
| 4120 Sunday Plate | 1,563.18 | 3,484.00 | 5,716.28 | 4,079.06 | 1,684.97 | 2,728.93 | 1,771.51 | 2,268.66 | \$23,296.59 |
| 4190 Other Gifts | 280.00 | 3,085.00 | 2,812.00 | 300.80 | 6,032.18 | 57.00 | 563.00 | 0.00 | \$13,129.98 |
| Total 4100 Contributions | 69,259.50 | 67,988.49 | 68,752.61 | 76,841.35 | 60,543.76 | 41,609.09 | 66,702.67 | 49,978.60 | \$501,676.07 |
| 4200 Rental | 2,205.69 | 2,063.92 | 4,966.06 | 3,840.98 | 3,960.21 | 7,780.30 | 14,948.17 | 1,573.17 | \$41,338.50 |
| Total 4000 Unrestricted Income | 71,465.19 | 70,052.41 | 73,718.67 | 80,682.33 | 64,503.97 | 49,389.39 | 81,650.84 | 51,551.77 | \$543,014.57 |
| 4900 Other Income | | | | | | | | | |
| 4910 Interest and Dividends | 51.86 | 72.21 | 51.10 | 58.95 | 67.68 | 72.86 | 69.11 | 60.57 | \$504.34 |
| 4930 Paradox Players | 640.00 | | | 415.00 | 4,420.30 | | 47.00 | 0.00 | \$5,522.30 |
| 4940 Special fundraiser - Auction | 0.00 | | | | 3,876.82 | 8,076.00 | 1,768.55 | 98.91 | \$13,820.28 |
| 4960 Special Plate | 1,128.00 | 316.00 | 1,370.79 | 1,539.00 | 1,051.26 | 424.00 | 876.98 | 1,406.50 | \$8,112.53 |
| 4970 Hogwarts/Camp UU | | 2,300.00 | 2,600.00 | | 5,400.00 | 900.00 | 1,750.00 | | \$12,950.00 |
| 4980 Income from Committees | | | | | | | | | \$0.00 |
| 4982 Forum | | 11.00 | | | | | | | \$11.00 |
| 4984 Gallery | | | | | | | | -33.17 | \$ -33.17 |
| 4986 Other | | 50.00 | | | | | | | \$50.00 |
| Total 4980 Income from Committees | | 61.00 | | | | | | -33.17 | \$27.83 |
| Total 4900 Other Income | 1,819.86 | 2,749.21 | 4,021.89 | 2,012.95 | 14,816.06 | 9,472.86 | 4,511.64 | 1,532.81 | \$40,937.28 |
| Total Income | \$73,285.05 | \$72,801.62 | \$77,740.56 | \$82,695.28 | \$79,320.03 | \$58,862.25 | \$86,162.48 | \$53,084.58 | \$583,951.85 |
| GROSS PROFIT | \$73,285.05 | \$72,801.62 | \$77,740.56 | \$82,695.28 | \$79,320.03 | \$58,862.25 | \$86,162.48 | \$53,084.58 | \$583,951.85 |
| Expenses | | | | | | | | | |
| 6000 Events and Min. Teams Expenses | 2,013.43 | 1,493.61 | 1,868.90 | 3,666.35 | 4,477.15 | 2,324.23 | 4,140.33 | 1,148.56 | \$21,132.56 |
| 6100 Ministry Support | 1,987.02 | 1,055.00 | 960.00 | 2,855.00 | 2,074.20 | 1,006.25 | 200.00 | | \$10,137.47 |
| 6200 Supplies & Materials | 2,029.88 | 971.34 | 2,688.25 | 1,020.47 | 2,140.42 | 2,621.39 | 4,275.66 | 2,250.76 | \$17,998.17 |

| | JAN 2019 | FEB 2019 | MAR 2019 | APR 2019 | MAY 2019 | JUN 2019 | JUL 2019 | AUG 2019 | ¹⁵ TOTAL |
|--------------------------------------|--------------------|--------------------|--------------------|---------------------|--------------------|--------------------|--------------------|--------------------|---------------------|
| 6300 Repairs and Upkeep | 4,078.10 | 4,741.51 | 6,065.52 | 10,712.12 | 7,064.57 | 8,709.34 | 5,544.02 | 8,640.83 | \$55,556.01 |
| 6400 In house services | 1,324.44 | 1,132.75 | 1,126.05 | 1,160.91 | -1,120.05 | 959.62 | 1,917.99 | 952.29 | \$7,454.00 |
| 6420 Communications, Data & Tech | 3,136.99 | 1,794.25 | 3,180.52 | 2,286.31 | 2,500.17 | 4,560.97 | 2,482.71 | 2,718.44 | \$22,660.36 |
| 6500 Fees, Dues, Training, Travel | 87.76 | 213.57 | 802.46 | 5,649.72 | 1,087.99 | 2,734.25 | 2,219.07 | 206.06 | \$13,000.88 |
| 6600 Employee Expenses | 66,095.15 | 54,324.48 | 54,565.39 | 66,877.04 | 54,403.03 | 53,426.98 | 60,048.53 | 44,482.10 | \$454,222.70 |
| 6700 Charitable Contributions | | | 0.00 | 11,260.00 | 515.00 | | 3,437.50 | 175.00 | \$15,387.50 |
| 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 | 2,430.00 | \$18,937.13 |
| 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 | 1,157.40 | \$8,679.93 |
| 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 | 1,072.13 | \$2,585.12 |
| Total Expenses | \$86,126.62 | \$72,372.49 | \$77,248.09 | \$113,094.26 | \$63,870.12 | \$83,486.40 | \$87,758.53 | \$65,233.57 | \$649,190.08 |
| NET OPERATING INCOME | \$ -12,841.57 | \$429.13 | \$492.47 | \$ -30,398.98 | \$15,449.91 | \$ -24,624.15 | \$ -1,596.05 | \$ -12,148.99 | \$ -65,238.23 |
| 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 | \$0.00 | \$23,000.00 |
| NET OTHER INCOME | \$0.00 | \$0.00 | \$0.00 | \$23,000.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$23,000.00 |
| NET INCOME | \$ -12,841.57 | \$429.13 | \$492.47 | \$ -7,398.98 | \$15,449.91 | \$ -24,624.15 | \$ -1,596.05 | \$ -12,148.99 | \$ -42,238.23 |

First Unitarian Universalist Church of Austin

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BUDGET VS. ACTUALS: FY_2019 - FY19 P&L

January - August, 2019

| | TOTAL | | | |
|--|----------------------|----------------------|----------------------|-----------------|
| | ACTUAL | BUDGET | OVER BUDGET | % OF BUDGET |
| Income | | | | |
| 4000 Unrestricted Income | | | | |
| 4100 Contributions | | | | |
| 4110 Pledge | 465,249.50 | 481,433.36 | -16,183.86 | 96.64 % |
| 4120 Sunday Plate | 23,296.59 | 25,000.00 | -1,703.41 | 93.19 % |
| 4190 Other Gifts | 13,129.98 | 16,666.64 | -3,536.66 | 78.78 % |
| Total 4100 Contributions | 501,676.07 | 523,100.00 | -21,423.93 | 95.90 % |
| 4200 Rental | 41,338.50 | 49,100.00 | -7,761.50 | 84.19 % |
| Total 4000 Unrestricted Income | 543,014.57 | 572,200.00 | -29,185.43 | 94.90 % |
| 4900 Other Income | | | | |
| 4910 Interest and Dividends | 504.34 | 1,600.00 | -1,095.66 | 31.52 % |
| 4920 Wake Now Our Vision | | 30,000.00 | -30,000.00 | |
| 4930 Paradox Players | 5,522.30 | 7,166.64 | -1,644.34 | 77.06 % |
| 4940 Special fundraiser - Auction | 13,820.28 | | 13,820.28 | |
| 4950 Recurring Event | | 3,333.36 | -3,333.36 | |
| 4960 Special Plate | 8,112.53 | 10,000.00 | -1,887.47 | 81.13 % |
| 4970 Hogwarts/Camp UU | 12,950.00 | 4,000.00 | 8,950.00 | 323.75 % |
| 4980 Income from Committees | | | | |
| 4982 Forum | 11.00 | 4,024.00 | -4,013.00 | 0.27 % |
| 4984 Gallery | -33.17 | | -33.17 | |
| 4986 Other | 50.00 | | 50.00 | |
| Total 4980 Income from Committees | 27.83 | 4,024.00 | -3,996.17 | 0.69 % |
| Total 4900 Other Income | 40,937.28 | 60,124.00 | -19,186.72 | 68.09 % |
| Total Income | \$583,951.85 | \$632,324.00 | \$ -48,372.15 | 92.35 % |
| GROSS PROFIT | \$583,951.85 | \$632,324.00 | \$ -48,372.15 | 92.35 % |
| Expenses | | | | |
| 6000 Events and Min. Teams Expenses | 21,132.56 | 11,866.68 | 9,265.88 | 178.08 % |
| 6100 Ministry Support | 10,137.47 | 2,600.00 | 7,537.47 | 389.90 % |
| 6200 Supplies & Materials | 17,998.17 | 16,633.36 | 1,364.81 | 108.21 % |
| 6300 Repairs and Upkeep | 55,556.01 | 42,663.28 | 12,892.73 | 130.22 % |
| 6400 In house services | 7,454.00 | 8,333.32 | -879.32 | 89.45 % |
| 6420 Communications, Data & Tech | 22,660.36 | 10,580.00 | 12,080.36 | 214.18 % |
| 6500 Fees, Dues, Training, Travel | 13,000.88 | 16,380.64 | -3,379.76 | 79.37 % |
| 6600 Employee Expenses | 454,222.70 | 458,733.32 | -4,510.62 | 99.02 % |
| 6700 Charitable Contributions | 15,387.50 | 23,724.64 | -8,337.14 | 64.86 % |
| 6800 Contract and Consulting | 18,937.13 | 19,333.36 | -396.23 | 97.95 % |
| 6900 Banking Expenses and Fees | 8,679.93 | 9,333.36 | -653.43 | 93.00 % |
| 7000 Faith Development Expenses | 1,438.25 | 3,666.64 | -2,228.39 | 39.23 % |
| 7100 Ministry Teams | 2,585.12 | 24,808.64 | -22,223.52 | 10.42 % |
| Total Expenses | \$649,190.08 | \$648,657.24 | \$532.84 | 100.08 % |
| NET OPERATING INCOME | \$ -65,238.23 | \$ -16,333.24 | \$ -48,904.99 | 399.42 % |

| | TOTAL | | | 17 |
|--------------------------------------|----------------------|--------------------|----------------------|-------------------------|
| | ACTUAL | BUDGET | OVER BUDGET | % OF BUDGET |
| Other Income | | | | |
| 9980 Tfr. Mixed invest to Operations | 23,000.00 | 15,333.36 | 7,666.64 | 150.00 % |
| 9990 MURR Transfer | | 1,000.00 | -1,000.00 | |
| Total Other Income | \$23,000.00 | \$16,333.36 | \$6,666.64 | 140.82 % |
| NET OTHER INCOME | \$23,000.00 | \$16,333.36 | \$6,666.64 | 140.82 % |
| NET INCOME | \$ -42,238.23 | \$0.12 | \$ -42,238.35 | -35,198,525.00 % |

First Unitarian Universalist Church of Austin

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PROFIT AND LOSS COMPARISON

January - August, 2019

| | TOTAL | |
|--|---------------------|----------------------|
| | JAN - AUG, 2019 | JAN - AUG, 2018 (PY) |
| Income | | |
| 4000 Unrestricted Income | | |
| 4100 Contributions | | |
| 4110 Pledge | 465,249.50 | 480,711.59 |
| 4120 Sunday Plate | 23,296.59 | 17,539.08 |
| 4190 Other Gifts | 13,129.98 | 1,292.43 |
| 4195 Contributions - Other | | 3,183.17 |
| Total 4100 Contributions | 501,676.07 | 502,726.27 |
| 4200 Rental | 41,338.50 | 15,331.19 |
| Total 4000 Unrestricted Income | 543,014.57 | 518,057.46 |
| 4900 Other Income | | 3,215.97 |
| 4910 Interest and Dividends | 504.34 | 1,852.30 |
| 4930 Paradox Players | 5,522.30 | |
| 4940 Special fundraiser - Auction | 13,820.28 | 2,222.00 |
| 4950 Recurring Event | | 2,901.85 |
| 4960 Special Plate | 8,112.53 | 7,916.36 |
| 4970 Hogwarts/Camp UU | 12,950.00 | 6,250.00 |
| 4980 Income from Committees | | 51.13 |
| 4982 Forum | 11.00 | 41.00 |
| 4984 Gallery | -33.17 | |
| 4986 Other | 50.00 | 2,490.37 |
| Total 4980 Income from Committees | 27.83 | 2,582.50 |
| Total 4900 Other Income | 40,937.28 | 26,940.98 |
| Total Income | \$583,951.85 | \$544,998.44 |
| GROSS PROFIT | \$583,951.85 | \$544,998.44 |
| Expenses | | |
| 6000 Events and Min. Teams Expenses | 21,132.56 | 17,482.35 |
| 6100 Ministry Support | 10,137.47 | 15,309.39 |
| 6200 Supplies & Materials | 17,998.17 | 22,580.65 |
| 6300 Repairs and Upkeep | 55,556.01 | 47,277.39 |
| 6400 In house services | 7,454.00 | 7,580.06 |
| 6420 Communications, Data & Tech | 22,660.36 | 16,170.12 |
| 6500 Fees, Dues, Training, Travel | 13,000.88 | 19,963.53 |
| 6600 Employee Expenses | 454,222.70 | 482,465.81 |
| 6700 Charitable Contributions | 15,387.50 | 25,131.10 |
| 6800 Contract and Consulting | 18,937.13 | 4,740.00 |
| 6900 Banking Expenses and Fees | 8,679.93 | 7,006.55 |
| 7000 Faith Development Expenses | 1,438.25 | |
| 7100 Ministry Teams | 2,585.12 | |
| 9000 Miscellaneous Expenses | | 9,832.50 |
| Total Expenses | \$649,190.08 | \$675,539.45 |

| | TOTAL | |
|--------------------------------------|----------------------|-----------------------|
| | JAN - AUG, 2019 | JAN - AUG, 2018 (PY) |
| NET OPERATING INCOME | \$ -65,238.23 | \$ -130,541.01 |
| Other Income | | |
| 9970 Release from Restricted | | 28,502.68 |
| 9980 Tfr. Mixed invest to Operations | 23,000.00 | 23,000.00 |
| Total Other Income | \$23,000.00 | \$51,502.68 |
| Other Expenses | \$0.00 | \$0.00 |
| NET OTHER INCOME | \$23,000.00 | \$51,502.68 |
| NET INCOME | \$ -42,238.23 | \$ -79,038.33 |

2020 Budget Narrative

The attached 2020 budget projects a slight increase over 2019, primarily due to Unitarian Universalist Association (UUA) recommended increased salary rates.

The following are a few key changes compared to 2019:

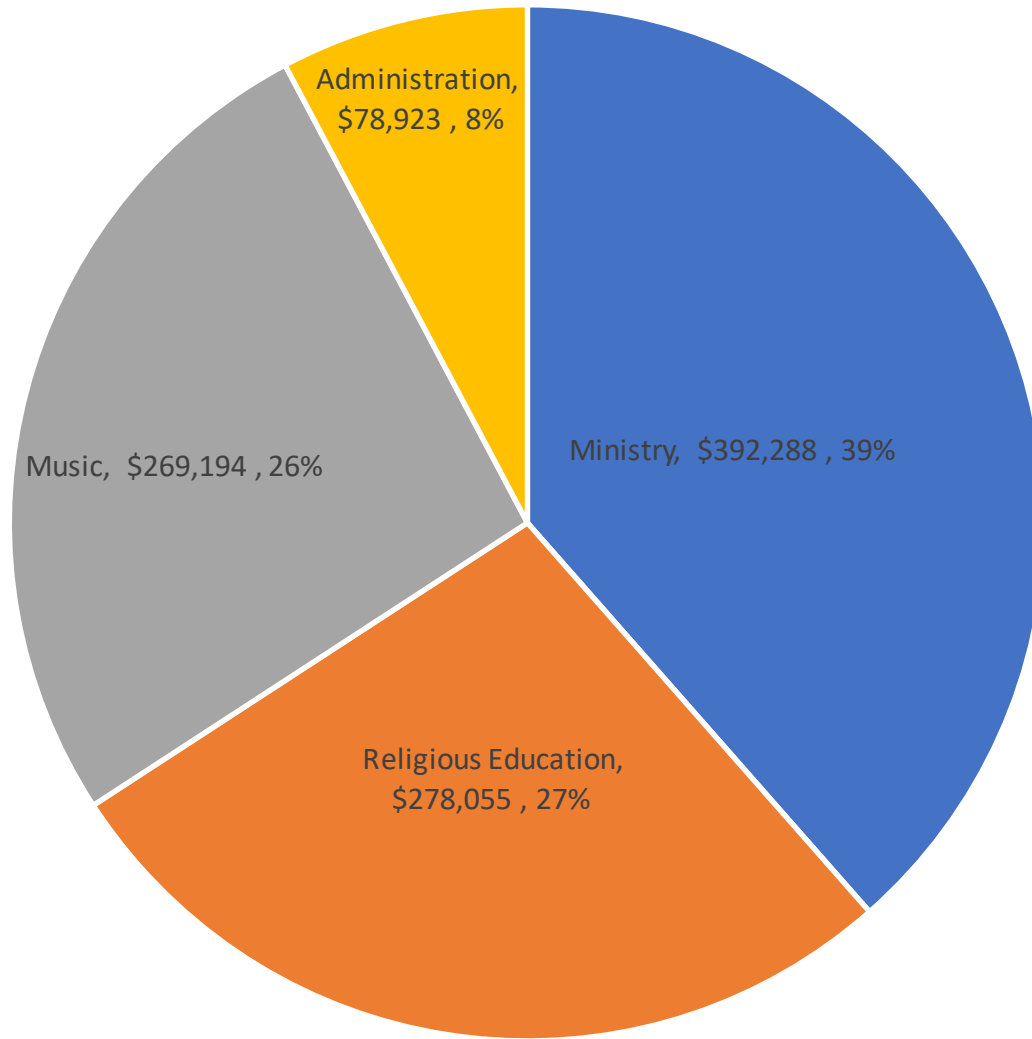
- Our pledge goal is slightly less than in 2019.
- We have slightly reduced projected new member pledges based upon actual numbers from 2019; however, it very possible that because the renovations and expansion are complete, we may see new membership numbers and new member pledges begin to increase.
- We have increased Sunday plate projections compared to the 2019 budget based upon actual plate giving in 2019 to date.
- We have also increased projections for other gifts based upon actual such giving year to date in 2019.
- We have projected much greater rental revenue in 2020 because now that the building is open for rental again, Shannon has several rental agreements already scheduled, including renting to a school.
- We have also increased projected revenue from the annual fundraiser (auction) based upon the terrific results from it this year.
- We have decreased projected income from committees in 2020 to reflect a decrease in such revenue experienced so far in 2019.
- We have increased projected revenue for 2020 from Camp UU/Hogwarts based upon the increased attendance and revenue for it that occurred in 2019.
- Our total matching funds from church members participating in the denominational Wake Now Our Vision legacy giving campaign will be over \$170,000. We budgeted to use \$45,000 of that in 2019 and have budgeted to use \$40,000 of it in 2020.
- In 2020, we still have enough projected capital campaign revenue to pay the note on the construction loan. However, in 2021, we will need to use the remainder of the Wake Now our Vision funds and begin increasing operational pledges to pay the note.
- We reduced the expense budget for ministry slightly. This is primarily because Rev. Meg, Rev. Chris, and Bear will be dedicating a greater percentage of their time to providing adult religious education.
- We increased the music budget slightly due primarily to UUA recommendations and/or local standards for salaries. We were also able to restore a few budget items for the music department that we had to cut in 2019 because we did not have enough revenue to continue funding them.
- We increased the budget for religious education based upon our staffing restructure for this department and to meet UUA recommendations and/or local standards for salaries.
- We have set all staffing salaries to meet the UUA recommended midpoint for a congregation of our size in our region and/or local standards for salaries.
- We added a 10 hour per week assistant for Shannon.

- As we have in past years, we increased our giving to the UUA by 10% over the prior year.
- We included ministry team and committee budgets within the departments to which they relate. We kept most of these budgets even with what they were for 2019.

Draft 2020 Budget
Pending the End of the Stewardship Drive

| Budget Year | 2019 | 2020 |
|---------------------------------|-------------------|---------------------|
| INCOME | Budget | Proposed |
| Contributions | | |
| Pledges | | |
| Pledge | \$ 695,000 | \$ 690,000 |
| attrition | \$ (20,850) | \$ (20,850) |
| Estimated Outstanding Pledges | | |
| New Member Giving | \$ 48,000 | \$ 42,300 |
| Sunday Plate | \$ 37,500 | \$ 41,000 |
| Other Gifts | \$ 25,000 | \$ 28,000 |
| Rental | \$ 73,650 | \$ 125,000 |
| Activities | | |
| Fundraiser | \$ 5,000 | \$ 11,750 |
| Income from Committees | \$ 6,000 | \$ 2,000 |
| Camp UU (Hogwarts) | \$ 6,036 | \$ 7,000 |
| Special Plate | \$ 15,000 | \$ 15,622 |
| Paradox Players | \$ 10,750 | \$ 11,475 |
| Interest & Dividends | \$ 2,400 | \$ 2,400 |
| Wake Now Our Vision | \$ 45,000 | \$ 40,000 |
| Released from Restricted (Murr) | \$ 1,500 | \$ - |
| Restricted Funds Offset | | |
| Annual Transfer | \$ 23,000 | \$ 23,000 |
| Released from CC | | |
| Total Income | \$ 972,986 | \$ 1,018,697 |
| EXPENSES | | |
| Ministry | \$ 409,678 | \$ 392,288 |
| Religious Education | \$ 237,180 | \$ 278,055 |
| Music | \$ 245,261 | \$ 269,194 |
| Administration | \$ 80,867 | \$ 78,923 |
| Total Expenses | \$ 972,986 | \$ 1,018,460 |
| Net Revenue or expense | \$ - | \$ 237 |

2020 Budget by Department/Program



Monthly Program Development Report

First Unitarian Universalist Church of Austin

September 2019

White Allies/Anti-Racism Work

- In September, the Allies group did not meet.
- We continued providing Racism Unlearning Circles in September.

Interfaith and Wider UU Work

- I continued mentoring a new minister who is preliminary fellowship and began serving as the teaching pastor for a ministerial student entering Meadville Lombard Theological School.
- I continued to serve on the leadership team for Allies for Racial Equity.

Finances & Data

- Please see the separate financial statements for August 2019.

Stewardship

- The Stewardship Ministry Team hosted a great “Celebration Sunday” in September. Our folks who have pledged so far have pledged above their levels from last time.

Facility & Hardware

- Nothing new to report.

Staff

- Nothing new to report.

Membership

Joined :

| Name | Date Joined |
|-------------------|-------------|
| Nahidi, Cristina | 9/29/19 |
| Scott, Laurel | 9/1/19 |
| Sievers, Julie | 9/29/19 |
| Subramanian, Mani | 9/5/19 |
| Subramanian, Ruth | 9/5/19 |

Deactivated:

None