

## MEETING AGENDA - FUUCA Board of Trustees

### Meeting

|                     |  |
|---------------------|--|
| <b>Meeting Date</b> | Tuesday, December 17, 2019                     |
| <b>Start Time</b>   | 6:30 PM  |
| <b>End Time</b>     | 8:30 PM (UTC-05:00) Eastern Time (US & Canada) |
| <b>Location</b>     | FUUCA  |
| <b>Purpose</b>      | Regular scheduled meeting                      |

### RSVP

|                     |   |
|---------------------|---|
| <b>Accepted:</b>    | Nesan Lawrence, Tomas Medina, Gay Phillips, Elias Ponvert, Kelly Raley  |
| <b>Regrets:</b>     | Chris Jimmerson   |
| <b>No response:</b> | Meg Barnhouse, Leena Batra, Leo Collas, Erin Gaines, Matthew Kressin, Sadie Lambert, Sarah Matt, Shannon Posern |

### Meeting documents

- \* Minutes Pages 3-6
- Program Development Report Nov 2019.pdf 17-18
- October2019financialreports.pdf 8-16
- Interpretation 1.4.3.pdf Page 7
- Policy committee update - December 2019.pdf 19
- Data\_All\_191216.pdf 20-43
- First UU Church of Austin 2019 Congregational Survey.xlsx (not printed but can be viewed on mycommittee.com)

### Agenda

## 1. Coming Back into Covenant

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1.1. Chalice Lighting and Opening Words Leena Batra / 2 min.

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

Timekeeper: Matt

Process Evaluator: Eli

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1.4. Approve Agenda and Consent Agenda / 2 min.

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## 2. Connecting with our Moral Ownership

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2.1. Visitor's Forum Tomas Medina / 10 min.

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

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2.3. Moment with Meg Meg Barnhouse / 10 min.

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## 3. Monitoring our Progress

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3.1. Policy Committee / 10 min.

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3.2. Monitoring Committee / 10 min.

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3.3. Linkage Committee / 10 min.

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## 4. Learning & Creating the Future

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4.1. Mistakes and Miracles Sarah Matt / 20 min.

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4.2. Housing allowance for Rev. Meg and Rev Chris Tomas Medina / 10 min.

Proposed motions

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## 5. Adjourn

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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
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5.2. Process Evaluation Elias Ponvert / 2 min.

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5.3. Extinguishing the Chalice and Closing Words Leena Batra / 2 min.

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## MEETING MINUTES - FUUCA Board of Trustees

### Meeting

|                   |  |
|-------------------|--|
| <b>Date</b>       | Tuesday, November 19, 2019                     |
| <b>Started</b>    | 6:40 PM  |
| <b>Ended</b>      | 8:30 PM (UTC-05:00) Eastern Time (US & Canada) |
| <b>Location</b>   | FUUCA  |
| <b>Purpose</b>    | Regular scheduled meeting                      |
| <b>Chaired by</b> | Tomas Medina                                   |
| <b>Recorder</b>   | Kelly Raley                                    |

### Attendance

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

**Invited guests:** Elizabeth Grey

### Meeting documents

### Minutes

## 1. Coming Back into Covenant

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### 1.1. Chalice Lighting and Opening Words

**Status:** Completed

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### 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 read the covenant in turns.

**Status:** Completed

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### 1.3. Confirm Timekeeper and Process Evaluator

Timekeeper: Meg

Process Evaluator: Matt

Because Elias was unable to attend the meeting, Meg served a timekeeper.

**Status:** Completed

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### 1.4. Approve Agenda and Consent Agenda

The board voted to approve the agenda and consent agenda without amendment.

**Status:** Completed

- September 2019 Financial Reports.pdf
  - Program Development Report Oct 2019.pdf
  - 1.4.2 monitoring report 2019.pdf
  - Minutes-2019-10-15-v1.pdf
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## 2. Connecting with our Moral Ownership

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### 2.1. Visitor's Forum

**Status:** Completed

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### 2.2. Recognition of Church Volunteers and Staff

Members signed cards in appreciation for volunteers who have served the church. We are particularly grateful to the stewardship committee.

**Status:** Completed

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### 2.3. Moment with Meg

The big news is that we have exceeded the financial goals for the pledge drive for 2020.

**Status:** Completed

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## 3. Monitoring our Progress

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### 3.1. Policy Committee

No one from the policy committee was present to report.

**Status:** Completed

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### 3.2. Monitoring Committee

The response rate for the congregational survey is surprisingly low. Meg will ask Bear or Shannon to distribute a link to the survey through email.

Visitor Elizabeth Grey mentioned that the survey came up in discussion at a social event. Some people told her that they find the survey confusing.

**Status:** Completed

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### 3.3. Linkage Committee

Sarah presented a linkage plan around the proposed 8th principle. The idea is to educate the congregation about the 8th principle and get feedback about it. (See linkage plan document).

Action item: please review and comment on document.

**Status:** Completed

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### 3.4. Governance Committee

**Status:** Completed

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## 4. Learning & Creating the Future

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### 4.1. Appointment of replacement on Board of Trustees nominating committee

We need to appoint a member of the Board of Trustees nominating committee to fill a vacancy through the beginning of the next term, in June 2020.

The board discussed Valerie Sterns as a replacement on the nomination committee. Sarah Matt motioned for a vote and the motion was seconded by Kelly Raley.

It passed unanimously.

**Status:** Completed

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### 4.2. Reproductive Justice Congregation

Should we/can we sign on as a congregation affirming Reproductive Justice as defined in the attached document.

Elizabeth Grey was available to answer any questions about becoming a reproductive justice congregation.

The board discussed what it would mean to affirm its status as in support of reproductive justice and any possible risks associated with being on the list of churches that endorse it. We did not identify any potential concerns.

The board also determined that it could vote to adopt a policy. At first it appeared to be inconsistent with our decision that we could not adopt the 8th principle. The difference, we decided, is that the reproductive issue is not controversial within this congregation, while the 8th principle might be. Thus, we need to do more linkage to make a decision to adopt it, if that's what we decide to do, more meaningful.

A motion was made, passed, and seconded. First UU will add its name to the list of Reproductive Justice congregations.

**Status:** Completed

- [Becoming a Reproductive Justice Congregation.docx](#)
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### 4.3. Mistakes and Miracles discusson

The board discussed the third chapter and your secretary was too engrossed in the conversation to take notes.

We discussed antiracism training as something we might incorporate as part of our new church member class. This led some of us to think that we might personally benefit from such training.

**Status:** Completed

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## 5. Adjourn

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### 5.1. Action Items

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

- Readings
- Timekeeper
- Process Evaluator
- Snacks

Email Sarah input on the linkage plan on educating the congregation about the 8th principle.

In December:

Readings: Leena

Timekeeper: Matt

Process Evaluator: Eli

Snacks: Leo

**Status:** Completed

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### 5.2. Process Evaluation

Matt reported us satisfactory on each and every aspect for evaluation.

**Status:** Completed

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### 5.3. Extinguishing the Chalice and Closing Words

**Status:** Completed

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Interpretation 1.4.3: We engage with one another to care for the Earth and the interdependent web.

First UU Church of Austin July 12, 2017

We engage with one another to care for the Earth and the interdependent web.

Interpretation: I take this to mean that the church is committed to caring for the Earth by being as green as possible in big and small ways. This would include recycling, green construction, supporting our green sanctuary team, and using native plants in any new landscaping. We commit to learning more about how to care for the Earth and to teaching our children how to be loving and responsible members of the interdependent web. We will hold in our minds the interconnectivity of all living beings and the planet that is our home.

Measures: We will continue to have a Green Sanctuary team which will host events encouraging the community to be greener. We will ask those planning and executing construction on our property to do it in as green a way as possible. Our rental contracts will emphasize to our renters that we value the use of sustainable materials in their events. Our children will continue to have gardens on the playground they care for.

Evidence of Progress: Our Green Sanctuary Team continues to sponsor learning events with other organizations. They are involved in education about Climate Change, and they are active in local government hearings which concern environmental justice. The architects and the construction company with whom we worked agreed to our request to make the building and renovation they did for us to the highest standards of green building, equivalent to a level of LEED certification, without being officially LEED certified. We have lights that turn on and off according to occupancy, and our new HVAC systems are more efficient than the last ones we bought. The landscaping that was put in with the construction was made up of native plants at our request.

In our rental contracts, we continue to ask that no one uses Styrofoam in the church building.

Our children spend lots of time on the playground. One of the moms spent the late summer clearing out PI and other undergrowth, so they can now use more of the area. They have been tending gardens in the playground as well, learning to grow things and even sometimes eating what they grew. Respect and care for the Earth is an element in many of their activities.

### October 2019 Financial Reports

I have attached the financial Reports through October 2019. Our bookkeeper just got them to me because she has been out with the flu, so I have not had a chance to review them thoroughly yet. I will let you know if there are any changes or details that need to be pointed out once I have done so.

However, the good news is that we received our first payment from the Wake Now Our Vision legacy giving matching campaign. This resulted in a large amount of revenue over expenses for the month of October and slight total revenue over expenses for the year through the end of October.



# First Unitarian Universalist Church of Austin

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## BALANCE SHEET As of October 31, 2019

|  | AUG 2019              | SEP 2019              | OCT 2019              |
|--|-----------------------|-----------------------|-----------------------|
| <b>ASSETS</b>                                  |                       |                       |                       |
| Current Assets                                 |                       |                       |                       |
| Bank Accounts                                  |                       |                       |                       |
| 1000 Cash & Investments                        |                       |                       |                       |
| 1100 Bank                                      | 0.00                  | 0.00                  | 0.00                  |
| 1110 8009-THCU Checking                        | 136,531.78            | 74,608.25             | 153,116.47            |
| 1120 THCU Savings                              | 384.65                | 384.65                | 384.65                |
| 1150 UFCU Savings                              | 5.00                  | 5.00                  | 5.00                  |
| 1160 RBank Debt Service 676                    | 56,743.32             | 56,750.55             | 56,757.78             |
| 1170 RBank Construction 668                    | 127,218.38            | 129,800.45            | 152,918.87            |
| <b>Total 1100 Bank</b>                         | <b>320,883.13</b>     | <b>261,548.90</b>     | <b>363,182.77</b>     |
| 1400 Petty Cash                                |                       |                       |                       |
| 1410 Religious Ed PC 1                         | 200.00                | 200.00                | 200.00                |
| <b>Total 1400 Petty Cash</b>                   | <b>200.00</b>         | <b>200.00</b>         | <b>200.00</b>         |
| <b>Total 1000 Cash &amp; Investments</b>       | <b>321,083.13</b>     | <b>261,748.90</b>     | <b>363,382.77</b>     |
| 1072 Bill.com Money Out Clearing               | 1,707.20              | 1,082.32              | -289.72               |
| 1250 UU Common Endowment Accounts              |                       |                       |                       |
| 1251 UUCEF Permanent Endowment Acct.           | 235,307.60            | 236,719.28            | 241,261.77            |
| 1252 UUCEF Mixed Investment Account            | 315,523.89            | 317,416.82            | 327,761.75            |
| 1253 UUCEF Murr Music Account                  | 66,354.56             | 66,752.64             | 68,033.58             |
| 1254 UUCEF Education & Benevolence Trust       | 210,482.11            | 211,744.85            | 215,808.10            |
| <b>Total 1250 UU Common Endowment Accounts</b> | <b>827,668.16</b>     | <b>832,633.59</b>     | <b>852,865.20</b>     |
| Ask  |                       |                       | -0.01                 |
| <b>Total Bank Accounts</b>                     | <b>\$1,150,458.49</b> | <b>\$1,095,464.81</b> | <b>\$1,215,958.24</b> |
| Accounts Receivable                            |                       |                       |                       |
| 11000 Accounts Receivable                      | -100.00               | -100.00               | -100.00               |
| <b>Total Accounts Receivable</b>               | <b>\$ -100.00</b>     | <b>\$ -100.00</b>     | <b>\$ -100.00</b>     |
| Other Current Assets                           |                       |                       |                       |
| 12400 Payment Reconciliation                   | 20,995.01             | 22,812.01             | 116,619.30            |
| 12410 Cash/Checks                              | 0.00                  | 0.00                  | -45,245.59            |
| 12420 VANCO - CC/Merchants                     | 0.00                  | 0.00                  | -33,530.33            |
| 12430 VANCO - ACH                              | 0.00                  | 0.00                  | -17,486.87            |
| <b>Total 12400 Payment Reconciliation</b>      | <b>20,995.01</b>      | <b>22,812.01</b>      | <b>20,356.51</b>      |
| Prepaid Expenses                               | 3,556.00              | 2,667.00              | 1,778.00              |
| <b>Total Other Current Assets</b>              | <b>\$24,551.01</b>    | <b>\$25,479.01</b>    | <b>\$22,134.51</b>    |
| <b>Total Current Assets</b>                    | <b>\$1,174,909.50</b> | <b>\$1,120,843.82</b> | <b>\$1,237,992.75</b> |
| 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                     | 128,641.78            | 128,641.78            | 128,641.78            |
| <b>Total 1500 Fixed Assets</b>                 | <b>4,573,199.53</b>   | <b>4,573,199.53</b>   | <b>4,573,199.53</b>   |

|  | AUG 2019              | SEP 2019              | <sup>10</sup> OCT 2019 |
|--|-----------------------|-----------------------|------------------------|
| <b>Total Fixed Assets</b>                  | <b>\$4,573,199.53</b> | <b>\$4,573,199.53</b> | <b>\$4,573,199.53</b>  |
| <b>TOTAL ASSETS</b>                        | <b>\$5,748,109.03</b> | <b>\$5,694,043.35</b> | <b>\$5,811,192.28</b>  |
| <b>LIABILITIES AND EQUITY</b>              |                       |                       |                        |
| Liabilities                                |                       |                       |                        |
| Current Liabilities                        |                       |                       |                        |
| Accounts Payable                           |                       |                       |                        |
| 20000 Accounts Payable                     | 18,941.32             | 3,654.60              | 4,399.05               |
| <b>Total Accounts Payable</b>              | <b>\$18,941.32</b>    | <b>\$3,654.60</b>     | <b>\$4,399.05</b>      |
| Credit Cards                               |                       |                       |                        |
| ...3115 M. Barnhouse                       | 76.78                 | 76.78                 | 76.78                  |
| ...5136 S. Posern                          | 1,027.12              | 1,027.12              | 1,027.12               |
| ...8572 K. Stokes                          | 90.00                 | 90.00                 | 90.00                  |
| 2010 ...3081 C. Jimmerson                  | 11,509.19             | 3,240.87              | 1,993.74               |
| <b>Total Credit Cards</b>                  | <b>\$12,703.09</b>    | <b>\$4,434.77</b>     | <b>\$3,187.64</b>      |
| Other Current Liabilities                  |                       |                       |                        |
| 2000 Liabilities                           |                       |                       |                        |
| 2110 Direct Deposit Liabilities            | 0.00                  | 0.00                  | 40.06                  |
| 2400 Payroll Liabilities                   | 0.00                  | 0.00                  | 0.00                   |
| <b>Total 2000 Liabilities</b>              | <b>0.00</b>           | <b>0.00</b>           | <b>40.06</b>           |
| 2415 Accrued payroll                       | 10,663.02             | 12,720.59             | 20,239.18              |
| <b>Total Other Current Liabilities</b>     | <b>\$10,663.02</b>    | <b>\$12,720.59</b>    | <b>\$20,279.24</b>     |
| <b>Total Current Liabilities</b>           | <b>\$42,307.43</b>    | <b>\$20,809.96</b>    | <b>\$27,865.93</b>     |
| Long-Term Liabilities                      |                       |                       |                        |
| 2600 RBank Loan 400470000                  | 1,264,484.12          | 1,254,990.35          | 1,245,496.88           |
| <b>Total Long-Term Liabilities</b>         | <b>\$1,264,484.12</b> | <b>\$1,254,990.35</b> | <b>\$1,245,496.88</b>  |
| <b>Total Liabilities</b>                   | <b>\$1,306,791.55</b> | <b>\$1,275,800.31</b> | <b>\$1,273,362.81</b>  |
| 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              | 238,750.97            | 238,750.97            | 238,750.97             |
| 3240 Savings Fund                          | 360,665.52            | 365,630.95            | 385,862.56             |
| 3260 Murr Music Fund                       | 94,528.72             | 94,528.72             | 94,528.72              |
| 3280 Education & Benevolence Fund          | 212,471.33            | 212,471.33            | 212,471.33             |
| <b>Total 3200 Cong. Restricted Funds</b>   | <b>906,416.54</b>     | <b>911,381.97</b>     | <b>931,613.58</b>      |
| 3400 Temporarily Restricted Funds          |                       |                       |                        |
| 3410 Capital Campaign Fund                 | -7,943.65             | -7,943.65             | -7,943.65              |
| 3415 Paradox Players Fund                  | -928,479.70           | -961,975.35           | -911,667.72            |
| 3420 Religious Education Fund              | 9,386.98              | 9,386.98              | 9,336.98               |
| 3421 Chalice Circles                       | 0.00                  | 0.00                  | 0.00                   |
| 3422 No Longer in use CampUU/Hogwarts Fund | 608.08                | 608.08                | 608.08                 |
| 3423 F.R.E.D.                              | 0.00                  | 0.00                  | 100.00                 |
| 3424 Junior High Fund                      | 396.10                | 396.10                | 396.10                 |
| 3426 Senior High Fund                      | 1,093.69              | 1,093.69              | 1,093.69               |
| 3428 Adult RE Fund                         | 10,612.59             | 10,612.59             | 10,612.59              |
| 3429 Children's RE Fund                    | 0.97                  | 0.97                  | 0.97                   |
| <b>Total 3420 Religious Education Fund</b> | <b>12,942.19</b>      | <b>12,942.19</b>      | <b>13,042.19</b>       |

|  | AUG 2019              | SEP 2019              | <sup>11</sup> OCT 2019 |
|--|-----------------------|-----------------------|------------------------|
| 3440 Caring Fund                               | 5,569.48              | 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               |
| 3456 Music Other Fund                          | 1,095.43              | 1,095.43              | 1,095.43               |
| <b>Total 3450 Music Fund</b>                   | <b>2,205.43</b>       | <b>2,205.43</b>       | <b>2,205.43</b>        |
| 3460 Bookstore Fund                            | 1,219.71              | 1,219.71              | 1,219.71               |
| 3480 Flowers Fund                              | 0.00                  | 50.00                 | 50.00                  |
| 3570 Living Our Mission Fund                   | 82,750.99             | 82,009.23             | 81,840.86              |
| 3580 Justice Fund                              | 13,228.59             | 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                          | 115.00                | 140.00                | 140.00                 |
| <b>Total 3400 Temporarily Restricted Funds</b> | <b>-804,219.26</b>    | <b>-839,226.82</b>    | <b>-789,037.56</b>     |
| <b>Total 3100 Restricted Funds</b>             | <b>102,197.28</b>     | <b>72,155.15</b>      | <b>142,576.02</b>      |
| 3900 Unrestricted Net Assets                   | -178,223.01           | -178,223.01           | -178,223.01            |
| Net Income                                     | -54,981.79            | -48,014.10            | 1,151.46               |
| <b>Total Equity</b>                            | <b>\$4,441,317.48</b> | <b>\$4,418,243.04</b> | <b>\$4,537,829.47</b>  |
| <b>TOTAL LIABILITIES AND EQUITY</b>            | <b>\$5,748,109.03</b> | <b>\$5,694,043.35</b> | <b>\$5,811,192.28</b>  |

# First Unitarian Universalist Church of Austin

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## PROFIT AND LOSS

October 2019

|  | TOTAL               |
|--|---------------------|
| <b>Income</b>                            |                     |
| 4000 Unrestricted Income                 |                     |
| 4100 Contributions                       |                     |
| 4110 Pledge                              | 67,080.28           |
| 4120 Sunday Plate                        | 2,786.61            |
| 4190 Other Gifts                         | 1,556.50            |
| <b>Total 4100 Contributions</b>          | <b>71,423.39</b>    |
| 4200 Rental                              | 10,984.11           |
| <b>Total 4000 Unrestricted Income</b>    | <b>82,407.50</b>    |
| 4900 Other Income                        |                     |
| 4910 Interest and Dividends              | 59.23               |
| 4920 Wake Now Our Vision                 | 43,339.33           |
| 4930 Paradox Players                     | 1,613.00            |
| 4940 Special fundraiser - Auction        | 36.95               |
| 4960 Special Plate                       | 1,294.25            |
| 4980 Income from Committees              |                     |
| 4984 Gallery                             | 77.25               |
| 4986 Other                               | 30.00               |
| <b>Total 4980 Income from Committees</b> | <b>107.25</b>       |
| <b>Total 4900 Other Income</b>           | <b>46,450.01</b>    |
| <b>Total Income</b>                      | <b>\$128,857.51</b> |
| <b>GROSS PROFIT</b>                      | <b>\$128,857.51</b> |
| <b>Expenses</b>                          |                     |
| 6000 Events and Min. Teams Expenses      | 2,137.71            |
| 6100 Ministry Support                    | 800.00              |
| 6200 Supplies & Materials                | 1,975.24            |
| 6300 Repairs and Upkeep                  | 4,418.91            |
| 6400 In house services                   | 1,157.76            |
| 6420 Communications, Data & Tech         | 1,635.66            |
| 6500 Fees, Dues, Training, Travel        | 1,032.64            |
| 6600 Employee Expenses                   | 57,850.16           |
| 6700 Charitable Contributions            | 3,852.50            |
| 6800 Contract and Consulting             | 2,613.39            |
| 6900 Banking Expenses and Fees           | 2,027.68            |
| 7000 Faith Development Expenses          | 27.62               |
| 7100 Ministry Teams                      | 162.68              |
| <b>Total Expenses</b>                    | <b>\$79,691.95</b>  |
| <b>NET OPERATING INCOME</b>              | <b>\$49,165.56</b>  |
| <b>NET INCOME</b>                        | <b>\$49,165.56</b>  |

# First Unitarian Universalist Church of Austin

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## BUDGET VS. ACTUALS: FY\_2019 - FY19 P&L

January - October, 2019

|  | TOTAL                |                      |                     |
|--|----------------------|----------------------|---------------------|
|  | ACTUAL               | BUDGET               | OVER BUDGET         |
| <b>Income</b>                            |                      |                      |                     |
| 4000 Unrestricted Income                 |                      |                      |                     |
| 4100 Contributions                       |                      |                      |                     |
| 4110 Pledge                              | 585,616.72           | 601,791.70           | -16,174.98          |
| 4120 Sunday Plate                        | 29,375.20            | 31,250.00            | -1,874.80           |
| 4190 Other Gifts                         | 18,227.48            | 20,833.30            | -2,605.82           |
| <b>Total 4100 Contributions</b>          | <b>633,219.40</b>    | <b>653,875.00</b>    | <b>-20,655.60</b>   |
| 4200 Rental                              | 68,139.10            | 61,375.00            | 6,764.10            |
| <b>Total 4000 Unrestricted Income</b>    | <b>701,358.50</b>    | <b>715,250.00</b>    | <b>-13,891.50</b>   |
| 4900 Other Income                        |                      |                      |                     |
| 4910 Interest and Dividends              | 623.95               | 2,000.00             | -1,376.05           |
| 4920 Wake Now Our Vision                 | 43,339.33            | 37,500.00            | 5,839.33            |
| 4930 Paradox Players                     | 7,821.30             | 8,958.30             | -1,137.00           |
| 4940 Special fundraiser - Auction        | 15,019.74            |                      | 15,019.74           |
| 4950 Recurring Event                     |                      | 4,166.70             | -4,166.70           |
| 4960 Special Plate                       | 11,149.98            | 12,500.00            | -1,350.02           |
| 4970 Hogwarts/Camp UU                    | 12,950.00            | 5,000.00             | 7,950.00            |
| 4980 Income from Committees              |                      |                      |                     |
| 4982 Forum                               | 16.00                | 5,030.00             | -5,014.00           |
| 4984 Gallery                             | 44.08                |                      | 44.08               |
| 4986 Other                               | 230.00               |                      | 230.00              |
| <b>Total 4980 Income from Committees</b> | <b>290.08</b>        | <b>5,030.00</b>      | <b>-4,739.92</b>    |
| <b>Total 4900 Other Income</b>           | <b>91,194.38</b>     | <b>75,155.00</b>     | <b>16,039.38</b>    |
| <b>Total Income</b>                      | <b>\$792,552.88</b>  | <b>\$790,405.00</b>  | <b>\$2,147.88</b>   |
| <b>GROSS PROFIT</b>                      | <b>\$792,552.88</b>  | <b>\$790,405.00</b>  | <b>\$2,147.88</b>   |
| <b>Expenses</b>                          |                      |                      |                     |
| 6000 Events and Min. Teams Expenses      | 25,861.83            | 14,833.34            | 11,028.49           |
| 6100 Ministry Support                    | 12,057.47            | 3,250.00             | 8,807.47            |
| 6200 Supplies & Materials                | 23,422.43            | 20,791.68            | 2,630.75            |
| 6300 Repairs and Upkeep                  | 66,669.36            | 53,329.16            | 13,340.20           |
| 6400 In house services                   | 9,683.21             | 10,416.66            | -733.45             |
| 6420 Communications, Data & Tech         | 28,015.58            | 13,225.00            | 14,790.58           |
| 6500 Fees, Dues, Training, Travel        | 17,565.19            | 20,475.82            | -2,910.63           |
| 6600 Employee Expenses                   | 569,295.30           | 573,416.66           | -4,121.36           |
| 6700 Charitable Contributions            | 22,742.50            | 29,655.82            | -6,913.32           |
| 6800 Contract and Consulting             | 23,420.52            | 24,166.68            | -746.16             |
| 6900 Banking Expenses and Fees           | 11,801.02            | 11,666.68            | 134.34              |
| 7000 Faith Development Expenses          | 1,474.83             | 4,583.32             | -3,108.49           |
| 7100 Ministry Teams                      | 3,979.09             | 31,010.82            | -27,031.73          |
| <b>Total Expenses</b>                    | <b>\$815,988.33</b>  | <b>\$810,821.64</b>  | <b>\$5,166.69</b>   |
| <b>NET OPERATING INCOME</b>              | <b>\$ -23,435.45</b> | <b>\$ -20,416.64</b> | <b>\$ -3,018.81</b> |

|                                      | TOTAL              |                    | 14                |
|--------------------------------------|--------------------|--------------------|-------------------|
|                                      | ACTUAL             | BUDGET             | OVER BUDGET       |
| Other Income                         |                    |                    |                   |
| 9970 Release from Restricted         | 1,586.91           |                    | 1,586.91          |
| 9980 Tfr. Mixed invest to Operations | 23,000.00          | 19,166.68          | 3,833.32          |
| 9990 MURR Transfer                   |                    | 1,250.00           | -1,250.00         |
| <b>Total Other Income</b>            | <b>\$24,586.91</b> | <b>\$20,416.68</b> | <b>\$4,170.23</b> |
| NET OTHER INCOME                     | <b>\$24,586.91</b> | <b>\$20,416.68</b> | <b>\$4,170.23</b> |
| NET INCOME                           | <b>\$1,151.46</b>  | <b>\$0.04</b>      | <b>\$1,151.42</b> |

# First Unitarian Universalist Church of Austin

15

## PROFIT AND LOSS COMPARISON

January - October, 2019

|  | TOTAL               |                      |
|--|---------------------|----------------------|
|  | JAN - OCT, 2019     | JAN - OCT, 2018 (PY) |
| <b>Income</b>                            |                     |                      |
| 4000 Unrestricted Income                 |                     |                      |
| 4100 Contributions                       |                     |                      |
| 4110 Pledge                              | 585,616.72          | 570,825.26           |
| 4120 Sunday Plate                        | 29,375.20           | 27,582.79            |
| 4190 Other Gifts                         | 18,227.48           | 3,593.49             |
| 4195 Contributions - Other               |                     | 3,203.11             |
| <b>Total 4100 Contributions</b>          | <b>633,219.40</b>   | <b>605,204.65</b>    |
| 4200 Rental                              | 68,139.10           | 19,699.06            |
| <b>Total 4000 Unrestricted Income</b>    | <b>701,358.50</b>   | <b>624,903.71</b>    |
| 4900 Other Income                        |                     | 3,215.97             |
| 4910 Interest and Dividends              | 623.95              | 2,051.98             |
| 4920 Wake Now Our Vision                 | 43,339.33           |                      |
| 4930 Paradox Players                     | 7,821.30            |                      |
| 4940 Special fundraiser - Auction        | 15,019.74           | 2,342.00             |
| 4950 Recurring Event                     |                     | 2,901.85             |
| 4960 Special Plate                       | 11,149.98           | 7,916.36             |
| 4970 Hogwarts/Camp UU                    | 12,950.00           | 6,250.00             |
| 4980 Income from Committees              |                     | 51.13                |
| 4982 Forum                               | 16.00               | 61.00                |
| 4984 Gallery                             | 44.08               |                      |
| 4986 Other                               | 230.00              | 2,490.37             |
| <b>Total 4980 Income from Committees</b> | <b>290.08</b>       | <b>2,602.50</b>      |
| <b>Total 4900 Other Income</b>           | <b>91,194.38</b>    | <b>27,280.66</b>     |
| <b>Total Income</b>                      | <b>\$792,552.88</b> | <b>\$652,184.37</b>  |
| <b>GROSS PROFIT</b>                      | <b>\$792,552.88</b> | <b>\$652,184.37</b>  |
| <b>Expenses</b>                          |                     |                      |
| 6000 Events and Min. Teams Expenses      | 25,861.83           | 23,868.77            |
| 6100 Ministry Support                    | 12,057.47           | 17,902.89            |
| 6200 Supplies & Materials                | 23,422.43           | 23,987.62            |
| 6300 Repairs and Upkeep                  | 66,669.36           | 57,735.17            |
| 6400 In house services                   | 9,683.21            | 9,694.34             |
| 6420 Communications, Data & Tech         | 28,015.58           | 20,062.22            |
| 6500 Fees, Dues, Training, Travel        | 17,565.19           | 21,736.66            |
| 6600 Employee Expenses                   | 569,295.30          | 586,756.43           |
| 6700 Charitable Contributions            | 22,742.50           | 25,306.10            |
| 6800 Contract and Consulting             | 23,420.52           | 8,793.08             |
| 6900 Banking Expenses and Fees           | 11,801.02           | 8,454.85             |
| 7000 Faith Development Expenses          | 1,474.83            |                      |
| 7100 Ministry Teams                      | 3,979.09            |                      |
| 9000 Miscellaneous Expenses              |                     | 9,781.01             |
| <b>Total Expenses</b>                    | <b>\$815,988.33</b> | <b>\$814,079.14</b>  |

|                      | TOTAL                |                       |
|----------------------|----------------------|-----------------------|
|                      | JAN - OCT, 2019      | JAN - OCT, 2018 (PY)  |
| NET OPERATING INCOME | <b>\$ -23,435.45</b> | <b>\$ -161,894.77</b> |
| Other Income         | <b>\$24,586.91</b>   | <b>\$51,502.68</b>    |
| Other Expenses       | <b>\$0.00</b>        | <b>\$0.00</b>         |
| NET OTHER INCOME     | <b>\$24,586.91</b>   | <b>\$51,502.68</b>    |
| NET INCOME           | <b>\$1,151.46</b>    | <b>\$ -110,392.09</b> |



# Monthly Program Development Report

## First Unitarian Universalist Church of Austin

### November 2019

#### White Allies/Anti-Racism Work

- We continued providing Racism Unlearning Circles in November and the allies and POC group ordered the book they will read together, as well as planned a joint potluck for December.

#### Interfaith and Wider UU Work

- I continued mentoring a UU Minister in preliminary fellowship.
- I met in person with the Meadville Lombard Theological School ministerial student for whom I am serving as her teaching minister while she was in Austin for a conference.
- I continued to serve on the leadership team for Allies for Racial Equity.
- I spoke with a representative from First UU Church of Dallas regarding our experience with being a sanctuary church, as the Dallas church is considering becoming one also.

#### Finances & Data

- Please see the separate financial statements for October 2019.

#### Stewardship

- We exceed our pledge goal for the stewardship campaign.

#### Facility & Hardware

- Nothing new to report.

#### Staff

- Nothing new to report.

#### Membership

Joined

| Name              | Date Joined |
|-------------------|-------------|
| Parks, Jake       | 11/3/2019   |
| Helmholz, Erin    | 11/16/2019  |
| Perkins, Kate     | 11/17/2019  |
| Morrison, Ginnie  | 11/16/2019  |
| Coleman, Jennifer | 11/16/2019  |
| Friede, Ruth      | 11/16/2019  |
| Weber, Stephen    | 11/16/2019  |
| Sitarz, Aleza     | 11/16/2019  |

## Deactivated

| <b>Name</b>          | <b>Date Deactivated</b> | <b>Reason Deactivated</b> |
|----------------------|-------------------------|---------------------------|
| Tietz, David         | 11/14/2019              | Moved Away                |
| Tietz, Emily         | 11/14/2019              | Moved Away                |
| Harris, Alice Morrow | 11/6/2019               | Resigned                  |
| Noblin, Glenn        | 11/13/2019              | Resigned                  |

\*Alice was here on Sunday, so we are not sure if this is still true.

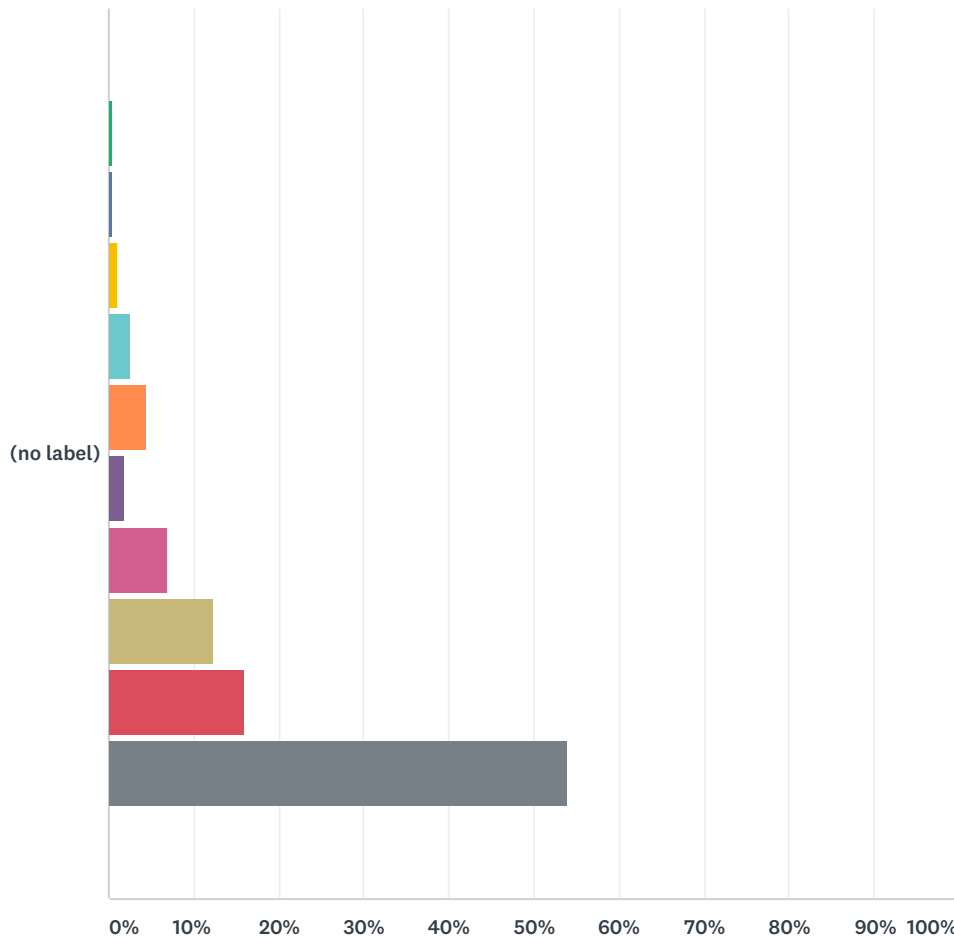
# Policy committee update

First UU Board Meeting, December 17, 2019

| <i>Questions to consider</i>                  | <b>Our recommendations</b>  |
|---|---|
| <b>Where does it fit in policy documents?</b> | <p><i>Bylaws: Outline methods and commitments of adoption a public position</i></p> <p><i>Board policies: Updated to stipulate:</i></p> <ul style="list-style-type: none"> <li>- <i>Executive limitation (not to fail) to execute the specific actions called for in the position</i></li> <li>- <i>Executive limitation not to oppose the public position</i></li> </ul>   |
| <b>What types of issues does it cover?</b>    | <p><i>A. Consideration of a resolution on a moral or social concern ... provided that the resolution 1) addresses a single issue, 2) clearly states a proposed position of the Church, and 3) describes any action that is to be taken; 4) the proposed position and any actions advance the mission and ends of the congregation as stated in the Board Policies, or minimally does not work against the mission and ends as a foreseeable consequence; 5) does not endorse a political candidate or party, or otherwise conflicts with our non-profit status</i></p>  |
| <b>Who initiates a resolution?</b>            | <p><i>Petition is authored by a member of the congregation or recognized committee or sub-group</i></p>   |
| <b>Process prior to vote</b>                  | <p><i>Petition must acquire signatures of support of 10% of the members of the congregation...</i></p> <p><i>The signed petition <b>shall be submitted to the Board of Trustees</b> which is charged solely with determining whether the proposed resolution meets the criteria (at a meeting)</i></p> <p><i>Sponsors of the resolution must then arrange for <b>at least one forum</b> to inform the Congregation and to provide an opportunity for discussion.</i></p> <p><i>Sponsors may revise the resolution based on congregation feedback</i></p> <p><i>Changes must be reviewed by the board, electronic communication is OK for this, board can agree (electronically) to allow the change in language or call the sponsor back to a board meeting to submit and review changes...</i></p> <p><i>Board can also determine (electronically? only at a meeting?) that the change in language warrants another petition</i></p> |
| <b>Voting Requirements</b>                    | <p><i>D. Thereafter, the resolution may be considered at a meeting of the Congregation.</i></p> <p><i>E. <b>A vote of three-fourths of the members present</b> and voting at the meeting of the Congregation is required to adopt the resolution. A written ballot must be used if it is requested by any member.</i></p>   |
| <b>What happens after?</b>                    | <p><i>F. Somewhere obvious (e.g. the Congregation newsletter, website) there's a public announcement (&amp; permanent record? website) about any resolution adopted by the Congregation; these shall include the vote tally and the percentage distribution of the vote.</i></p>  |

# Q1 How likely would you be to recommend First UU Church of Austin to a friend or relative? 1 = not at all likely and 10 = extremely likely.

Answered: 202 Skipped: 3

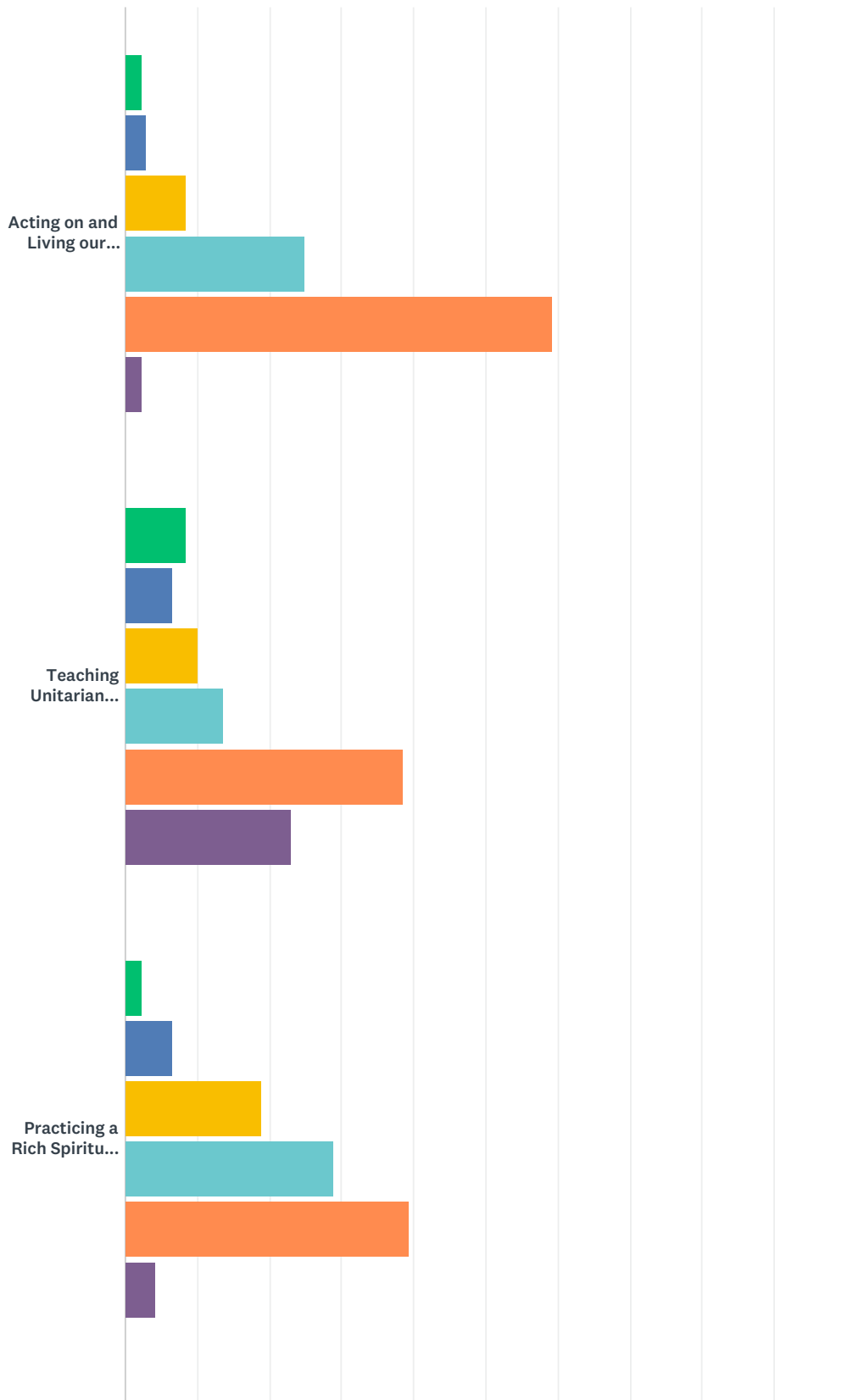


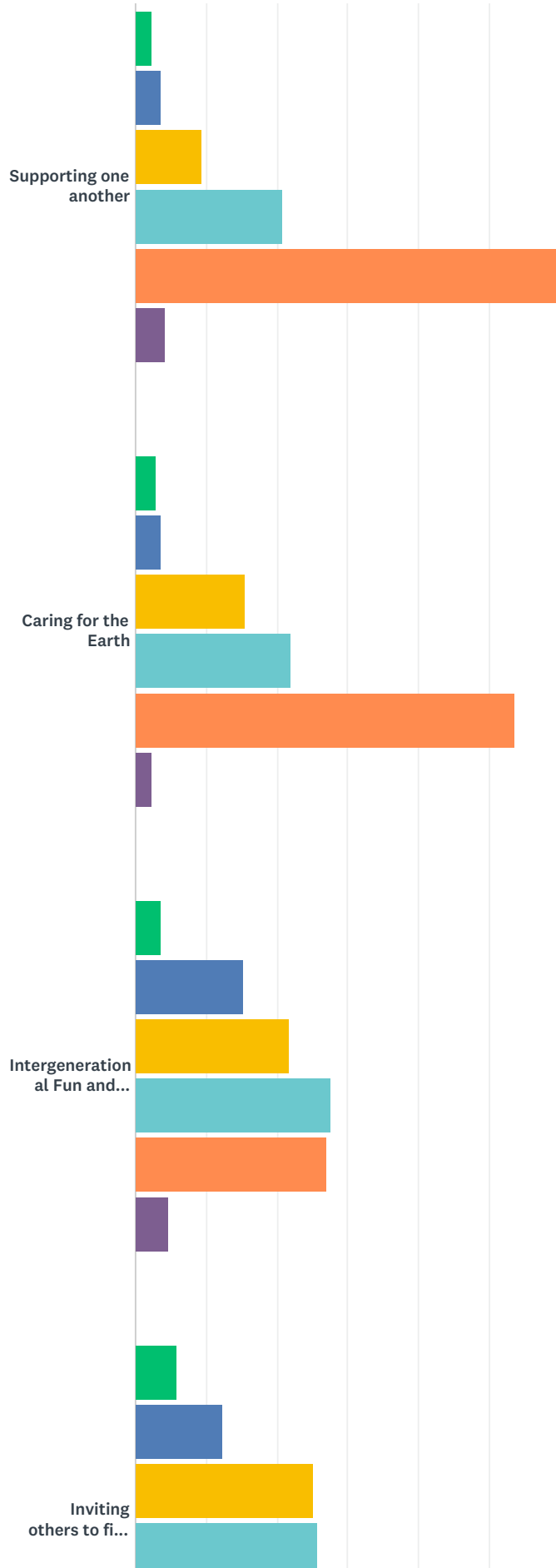
■ 1 (Not At All Likely) 
 ■ 2 
 ■ 3 
 ■ 4 
 ■ 5 
 ■ 6 
 ■ 7 
 ■ 8 
 ■ 9 
 ■ 10 (Extremely Likely)

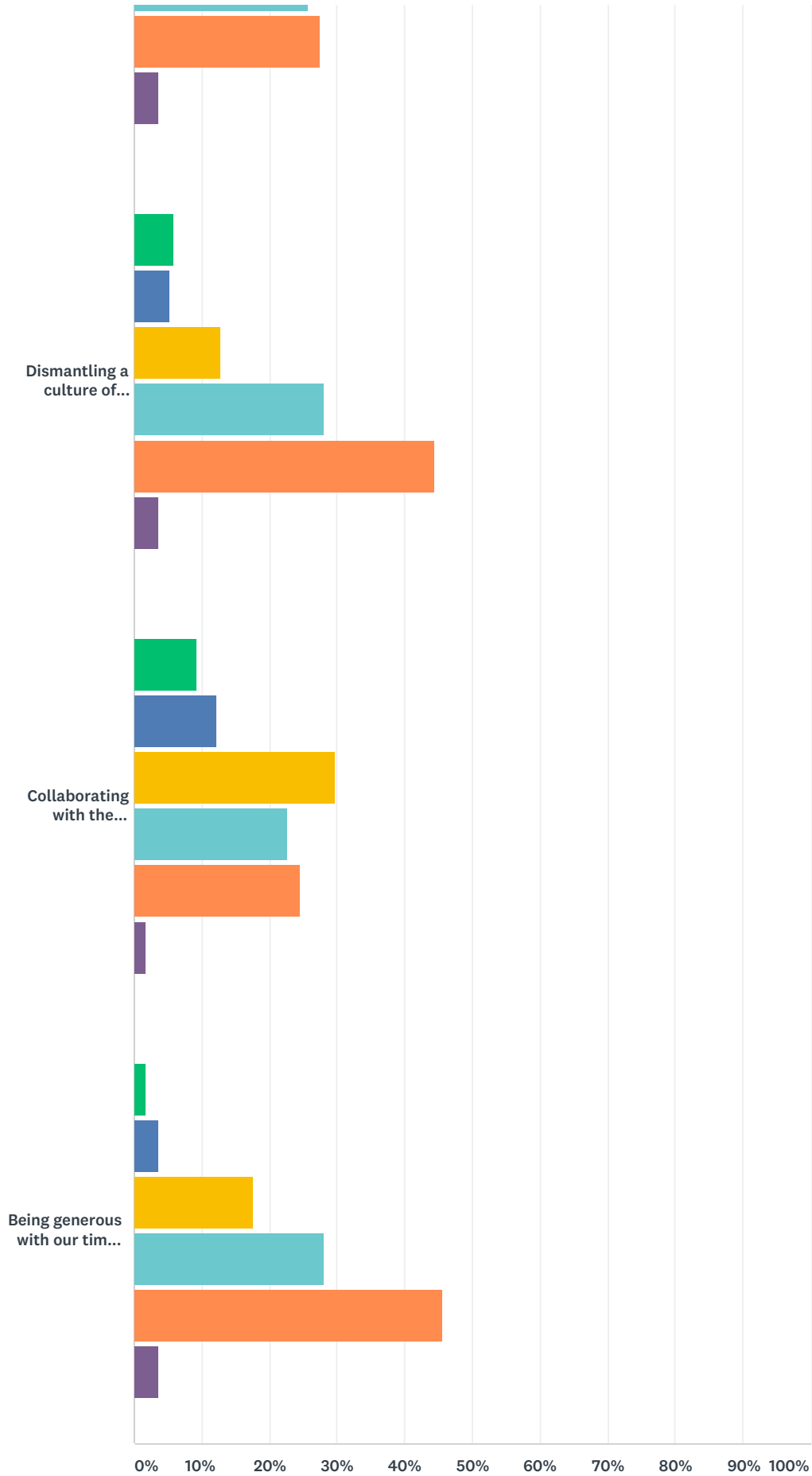
|            | 1 (NOT AT ALL LIKELY) | 2     | 3     | 4     | 5     | 6     | 7     | 8      | 9      | 10 (EXTREMELY LIKELY) | TOTAL | WEIGHTED AVERAGE |
|------------|-----------------------|-------|-------|-------|-------|-------|-------|--------|--------|-----------------------|-------|------------------|
| (no label) | 0.50%                 | 0.50% | 0.99% | 2.48% | 4.46% | 1.98% | 6.93% | 12.38% | 15.84% | 53.96%                | 202   | 8.78             |
|            | 1                     | 1     | 2     | 5     | 9     | 4     | 14    | 25     | 32     | 109                   |       |                  |

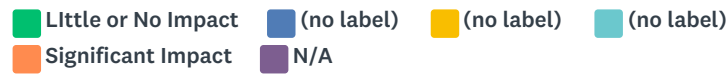
## Q2 How much of an impact do each of these activities make on your spiritual growth?

Answered: 174 Skipped: 31







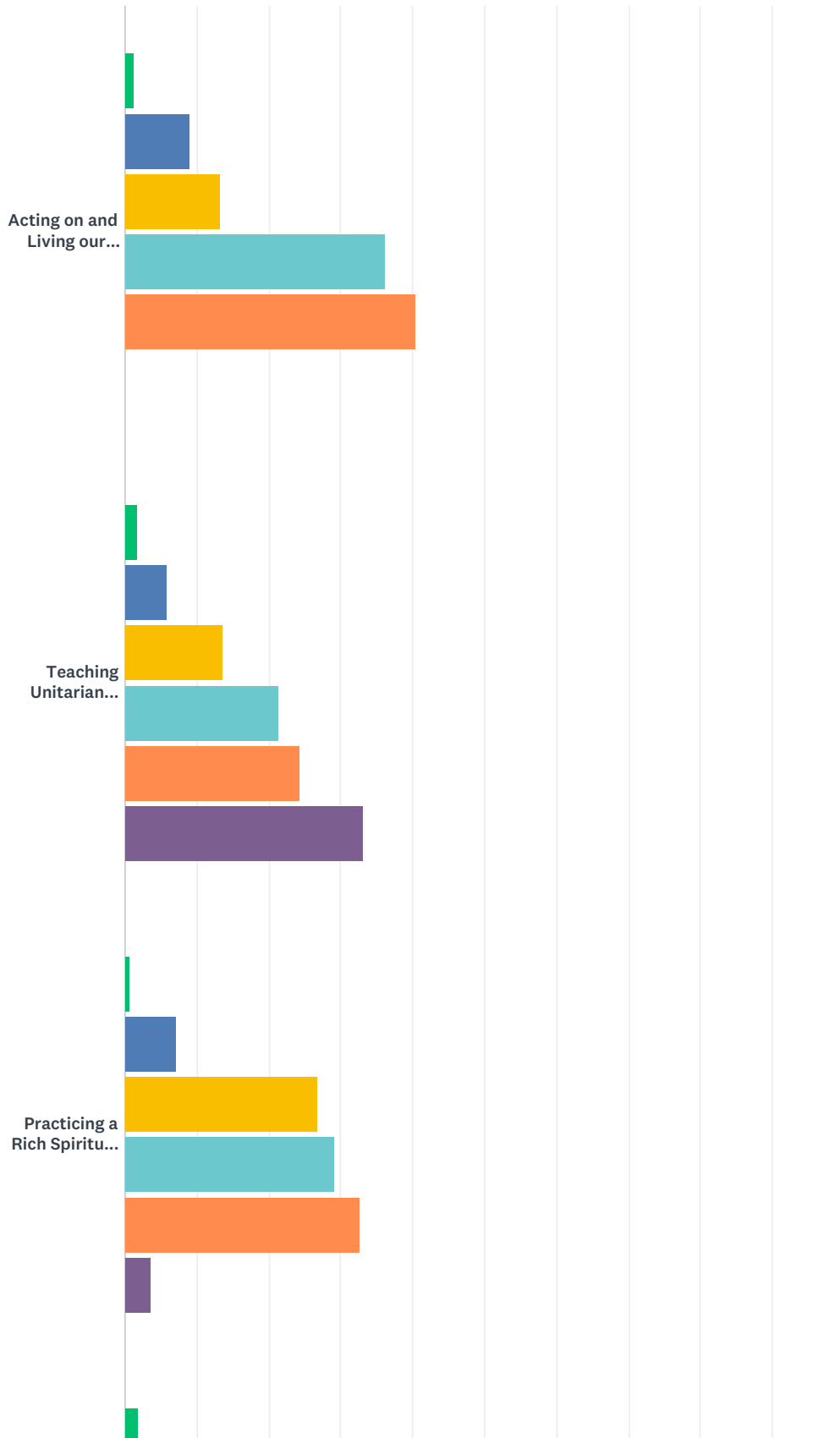


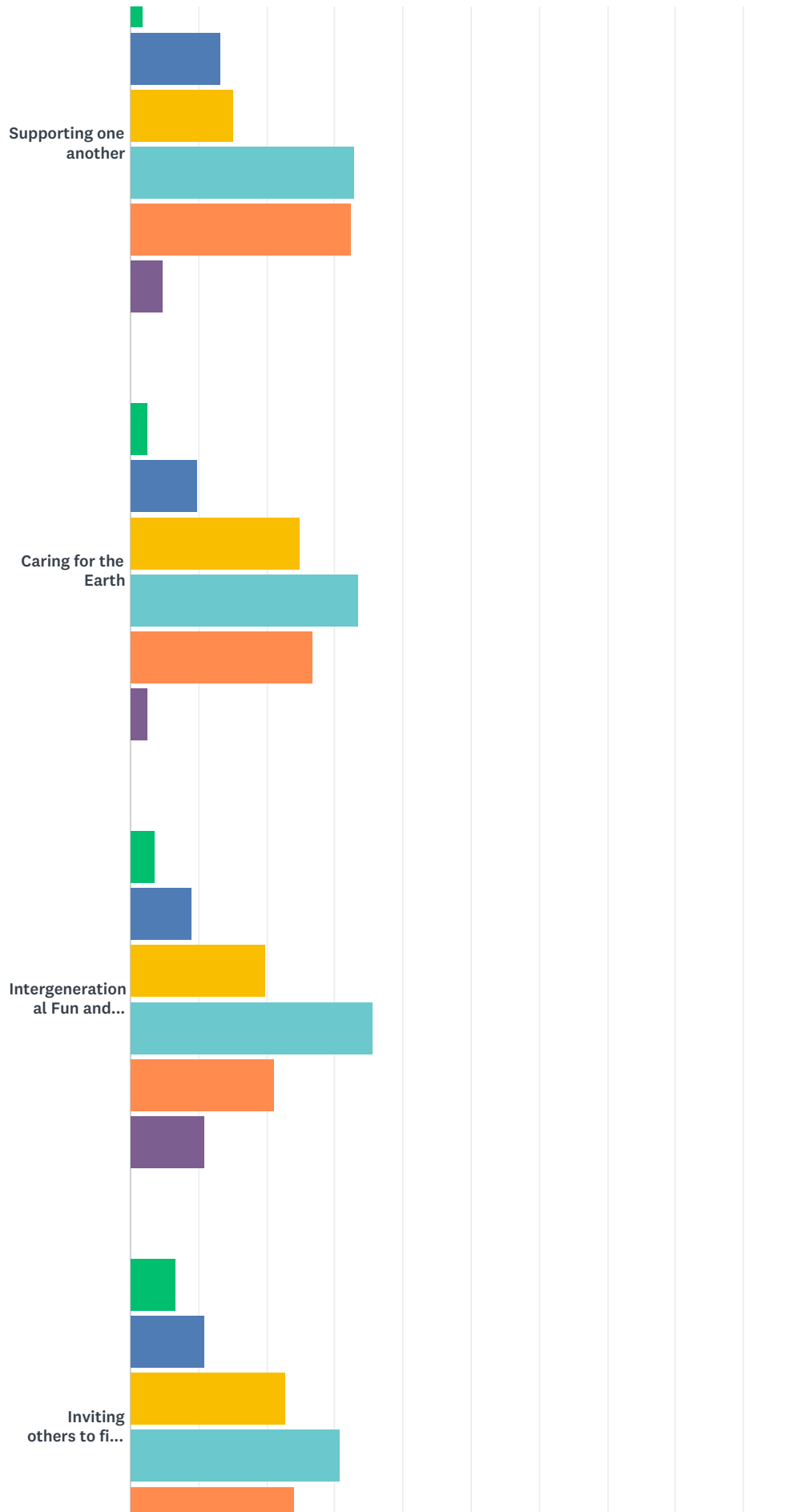
|   | LITTLE OR NO IMPACT | (NO LABEL)   | (NO LABEL)   | (NO LABEL)   | SIGNIFICANT IMPACT | N/A          | TOTAL | WEIGHTED AVERAGE |
|---|---------------------|--------------|--------------|--------------|--------------------|--------------|-------|------------------|
| Acting on and Living our Values                                 | 2.37%<br>4          | 2.96%<br>5   | 8.28%<br>14  | 24.85%<br>42 | 59.17%<br>100      | 2.37%<br>4   | 169   | 4.43             |
| Teaching Unitarian Universalist Values to Our Kids              | 8.28%<br>14         | 6.51%<br>11  | 10.06%<br>17 | 13.61%<br>23 | 38.46%<br>65       | 23.08%<br>39 | 169   | 4.37             |
| Practicing a Rich Spiritual Life                                | 2.35%<br>4          | 6.47%<br>11  | 18.82%<br>32 | 28.82%<br>49 | 39.41%<br>67       | 4.12%<br>7   | 170   | 4.09             |
| Supporting one another  | 2.37%<br>4          | 3.55%<br>6   | 9.47%<br>16  | 20.71%<br>35 | 59.76%<br>101      | 4.14%<br>7   | 169   | 4.44             |
| Caring for the Earth  | 2.98%<br>5          | 3.57%<br>6   | 15.48%<br>26 | 22.02%<br>37 | 53.57%<br>90       | 2.38%<br>4   | 168   | 4.27             |
| Intergenerational Fun and Fellowship                            | 3.53%<br>6          | 15.29%<br>26 | 21.76%<br>37 | 27.65%<br>47 | 27.06%<br>46       | 4.71%<br>8   | 170   | 3.74             |
| Inviting others to find a spiritual home with us                | 5.85%<br>10         | 12.28%<br>21 | 25.15%<br>43 | 25.73%<br>44 | 27.49%<br>47       | 3.51%<br>6   | 171   | 3.67             |
| Dismantling a culture of white supremacy                        | 5.85%<br>10         | 5.26%<br>9   | 12.87%<br>22 | 28.07%<br>48 | 44.44%<br>76       | 3.51%<br>6   | 171   | 4.11             |
| Collaborating with the greater Unitarian Universalist Community | 9.30%<br>16         | 12.21%<br>21 | 29.65%<br>51 | 22.67%<br>39 | 24.42%<br>42       | 1.74%<br>3   | 172   | 3.46             |
| Being generous with our time, talent and treasure               | 1.75%<br>3          | 3.51%<br>6   | 17.54%<br>30 | 28.07%<br>48 | 45.61%<br>78       | 3.51%<br>6   | 171   | 4.23             |

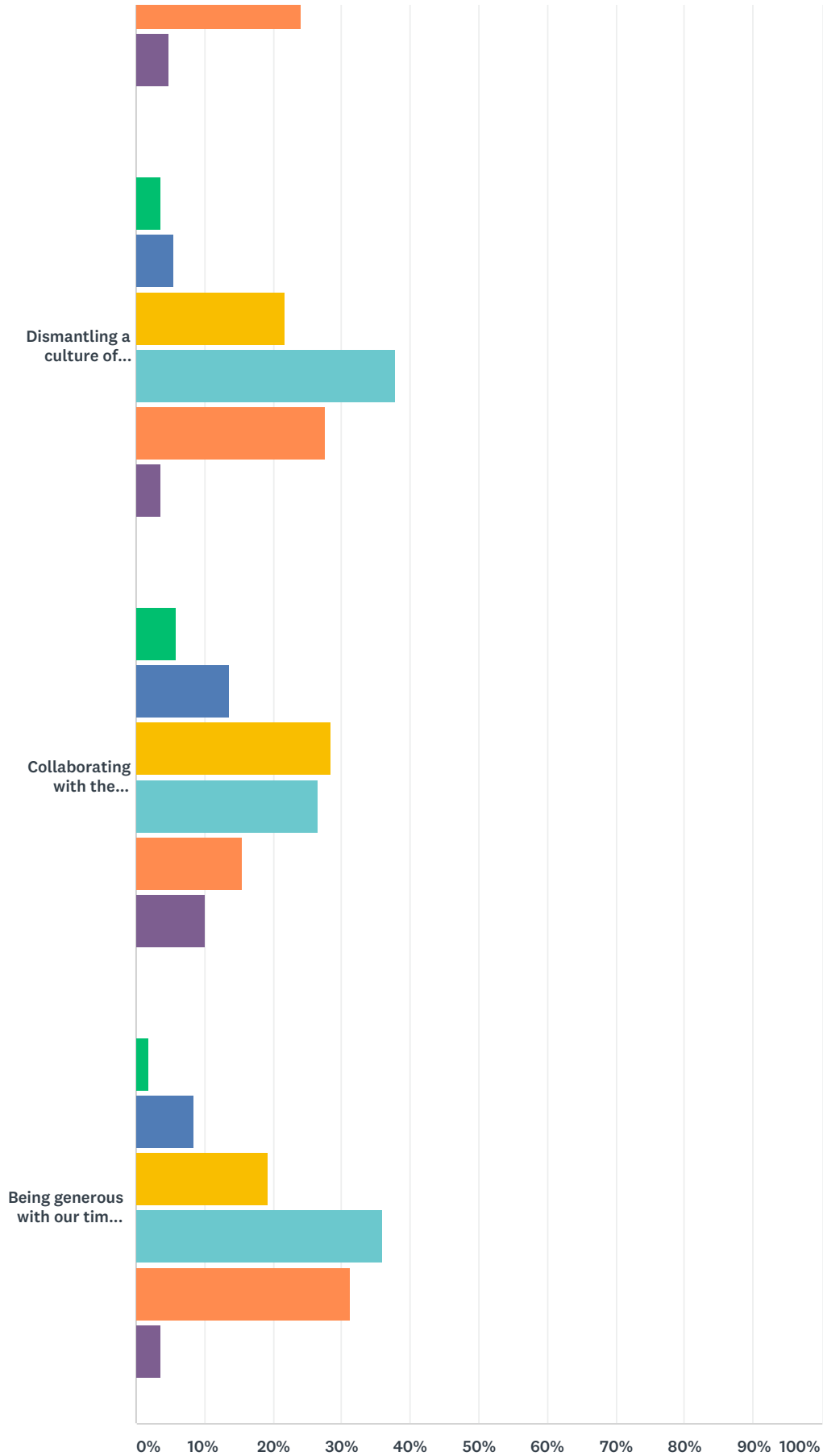


### Q3 How well are we, as a congregation fulfilling your needs in each area?

Answered: 171 Skipped: 34





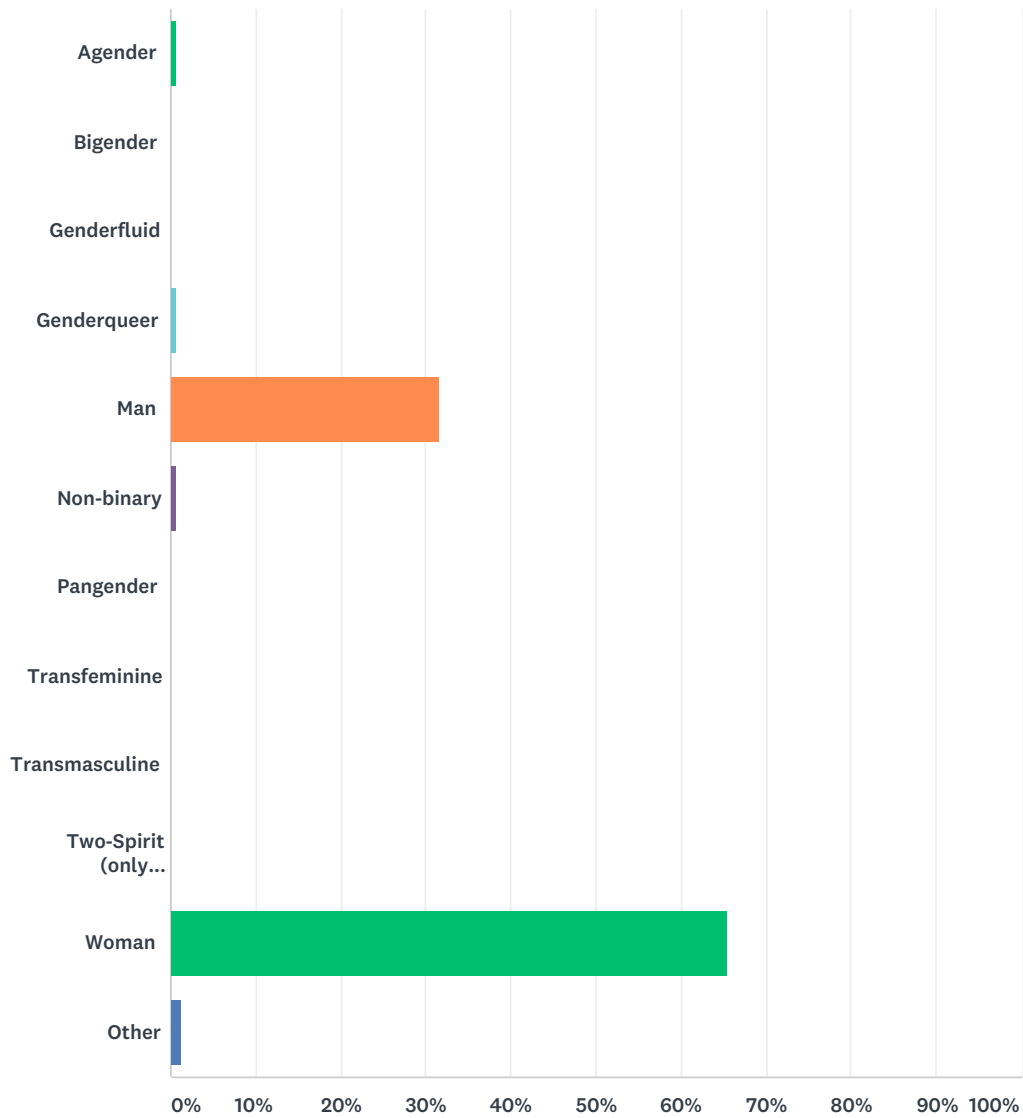


■ Not well at all  
 ■ (no label)  
 ■ (no label)  
 ■ (no label)  
 ■ Extremely well  
■ N/A

|   | NOT WELL AT ALL | (NO LABEL)   | (NO LABEL)   | (NO LABEL)   | EXTREMELY WELL | N/A          | TOTAL | WEIGHTED AVERAGE |
|---|-----------------|--------------|--------------|--------------|----------------|--------------|-------|------------------|
| Acting on and Living our Values                                 | 1.20%<br>2      | 9.04%<br>15  | 13.25%<br>22 | 36.14%<br>60 | 40.36%<br>67   | 0.00%<br>0   | 166   | 4.05             |
| Teaching Unitarian Universalist Values to Our Kids              | 1.78%<br>3      | 5.92%<br>10  | 13.61%<br>23 | 21.30%<br>36 | 24.26%<br>41   | 33.14%<br>56 | 169   | 4.60             |
| Practicing a Rich Spiritual Life                                | 0.60%<br>1      | 7.14%<br>12  | 26.79%<br>45 | 29.17%<br>49 | 32.74%<br>55   | 3.57%<br>6   | 168   | 3.97             |
| Supporting one another  | 1.80%<br>3      | 13.17%<br>22 | 14.97%<br>25 | 32.93%<br>55 | 32.34%<br>54   | 4.79%<br>8   | 167   | 3.95             |
| Caring for the Earth  | 2.44%<br>4      | 9.76%<br>16  | 25.00%<br>41 | 33.54%<br>55 | 26.83%<br>44   | 2.44%<br>4   | 164   | 3.80             |
| Intergenerational Fun and Fellowship                            | 3.61%<br>6      | 9.04%<br>15  | 19.88%<br>33 | 35.54%<br>59 | 21.08%<br>35   | 10.84%<br>18 | 166   | 3.94             |
| Inviting others to find a spiritual home with us                | 6.63%<br>11     | 10.84%<br>18 | 22.89%<br>38 | 30.72%<br>51 | 24.10%<br>40   | 4.82%<br>8   | 166   | 3.69             |
| Dismantling a culture of white supremacy                        | 3.61%<br>6      | 5.42%<br>9   | 21.69%<br>36 | 37.95%<br>63 | 27.71%<br>46   | 3.61%<br>6   | 166   | 3.92             |
| Collaborating with the greater Unitarian Universalist Community | 5.92%<br>10     | 13.61%<br>23 | 28.40%<br>48 | 26.63%<br>45 | 15.38%<br>26   | 10.06%<br>17 | 169   | 3.62             |
| Being generous with our time, talent and treasure               | 1.80%<br>3      | 8.38%<br>14  | 19.16%<br>32 | 35.93%<br>60 | 31.14%<br>52   | 3.59%<br>6   | 167   | 3.97             |

### Q4 Which gender do you most identify with? (mark one)

Answered: 165 Skipped: 40

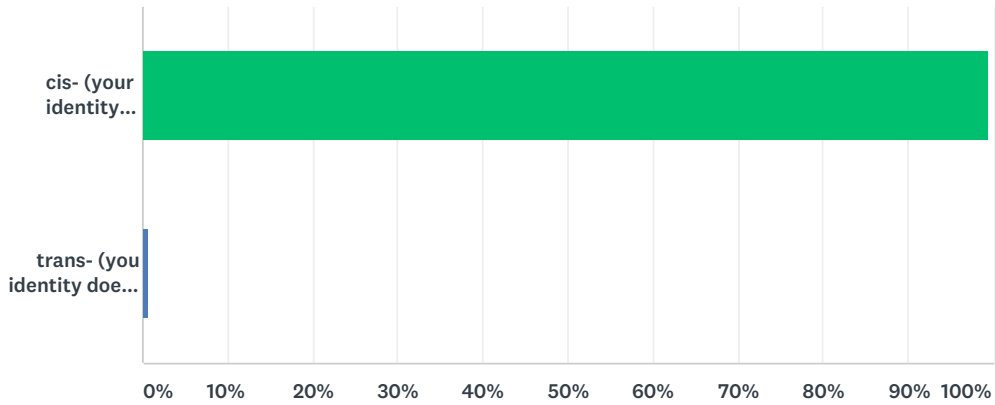


| ANSWER CHOICES | RESPONSES |
|----------------|-----------|
| Agender        | 0.61% 1   |
| Bigender       | 0.00% 0   |
| Genderfluid    | 0.00% 0   |
| Genderqueer    | 0.61% 1   |
| Man            | 31.52% 52 |
| Non-binary     | 0.61% 1   |
| Pangender      | 0.00% 0   |
| Transfeminine  | 0.00% 0   |
| Transmasculine | 0.00% 0   |

|  |        |     |
|--|--------|-----|
| Two-Spirit (only applicable to Indigenous Peoples) | 0.00%  | 0   |
| Woman  | 65.45% | 108 |
| Other  | 1.21%  | 2   |
| TOTAL  |        | 165 |

### Q5 Are you:

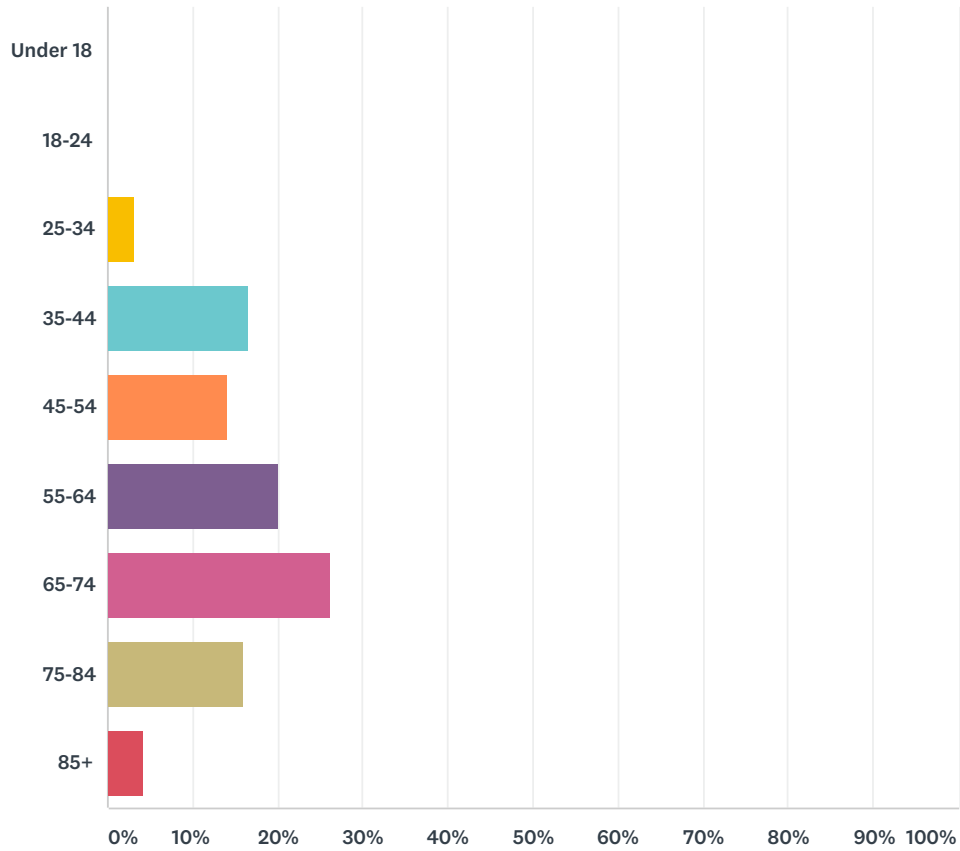
Answered: 158 Skipped: 47



| ANSWER CHOICES   | RESPONSES |     |
|--|-----------|-----|
| cis- (your identity exclusively matches the sex you were assigned at birth)                  | 99.37%    | 157 |
| trans- (you identity does not match or exclusively match the sex you were assigned at birth) | 0.63%     | 1   |
| TOTAL  |           | 158 |

### Q6 Your Age (mark one)

Answered: 164 Skipped: 41

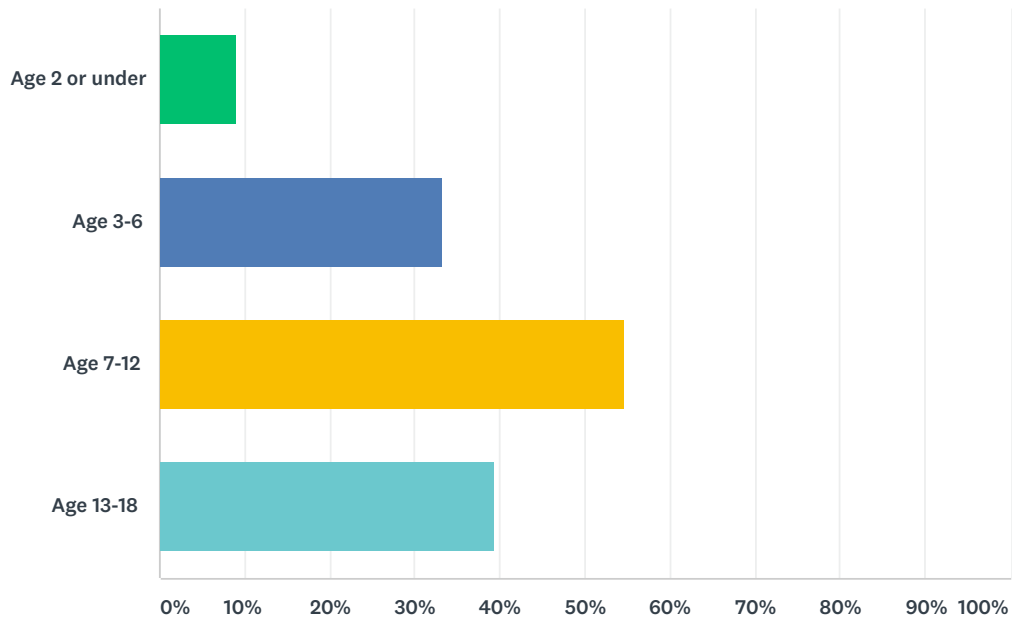


| ANSWER CHOICES | RESPONSES |            |
|----------------|-----------|------------|
| Under 18       | 0.00%     | 0          |
| 18-24          | 0.00%     | 0          |
| 25-34          | 3.05%     | 5          |
| 35-44          | 16.46%    | 27         |
| 45-54          | 14.02%    | 23         |
| 55-64          | 20.12%    | 33         |
| 65-74          | 26.22%    | 43         |
| 75-84          | 15.85%    | 26         |
| 85+            | 4.27%     | 7          |
| <b>TOTAL</b>   |           | <b>164</b> |



### Q7 Do you have children under the age of 18 living at home? (mark all that apply)

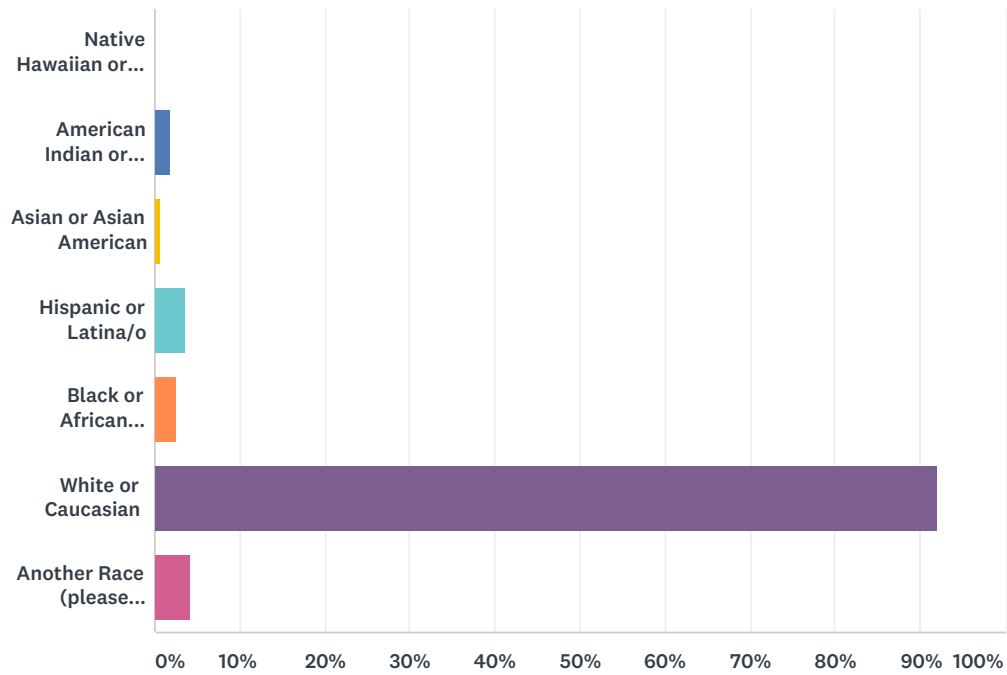
Answered: 33 Skipped: 172



| ANSWER CHOICES        | RESPONSES |
|-----------------------|-----------|
| Age 2 or under        | 9.09% 3   |
| Age 3-6               | 33.33% 11 |
| Age 7-12              | 54.55% 18 |
| Age 13-18             | 39.39% 13 |
| Total Respondents: 33 |           |

### Q8 What race do you identify with? (mark all that apply)

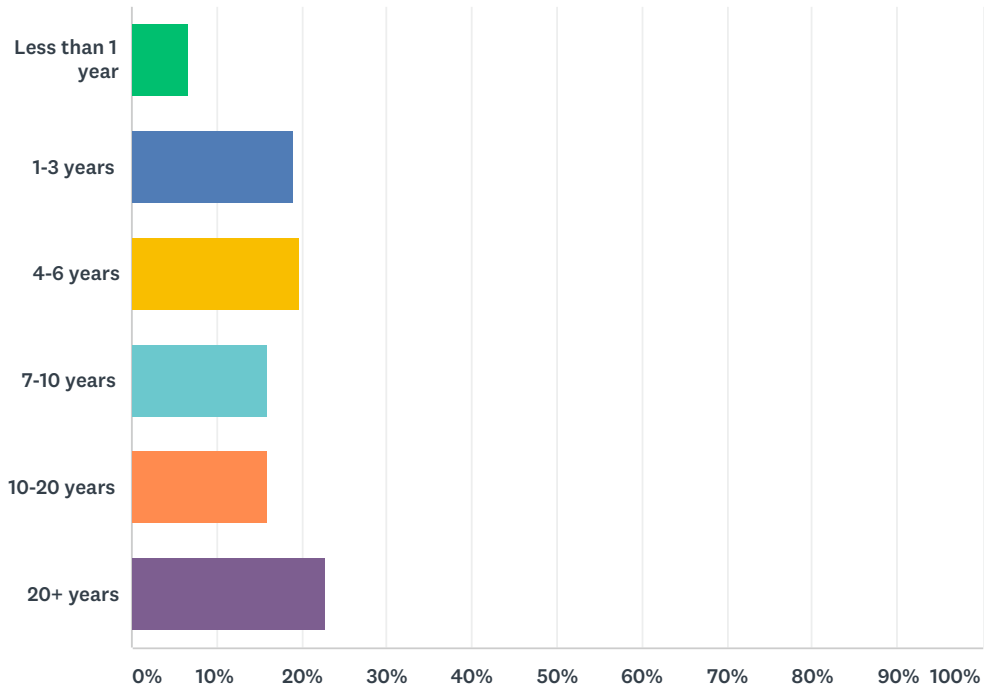
Answered: 164 Skipped: 41



| ANSWER CHOICES                            | RESPONSES  |
|---|------------|
| Native Hawaiian or other Pacific Islander | 0.00% 0    |
| American Indian or Alaska Native          | 1.83% 3    |
| Asian or Asian American                   | 0.61% 1    |
| Hispanic or Latina/o                      | 3.66% 6    |
| Black or African American                 | 2.44% 4    |
| White or Caucasian                        | 92.07% 151 |
| Another Race (please specify)             | 4.27% 7    |
| Total Respondents: 164                    |            |

## Q9 How long have you attended First UU Church of Austin?

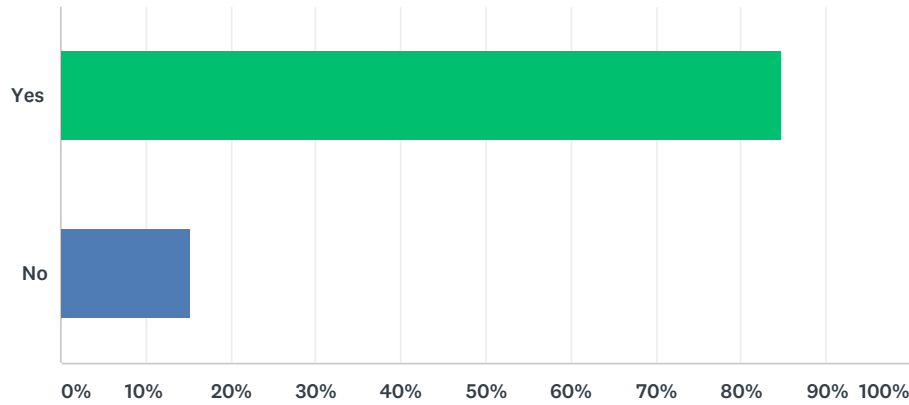
Answered: 163 Skipped: 42



| ANSWER CHOICES   | RESPONSES |            |
|------------------|-----------|------------|
| Less than 1 year | 6.75%     | 11         |
| 1-3 years        | 19.02%    | 31         |
| 4-6 years        | 19.63%    | 32         |
| 7-10 years       | 15.95%    | 26         |
| 10-20 years      | 15.95%    | 26         |
| 20+ years        | 22.70%    | 37         |
| <b>TOTAL</b>     |           | <b>163</b> |

### Q10 Do you make a financial pledge to First UU Church of Austin?

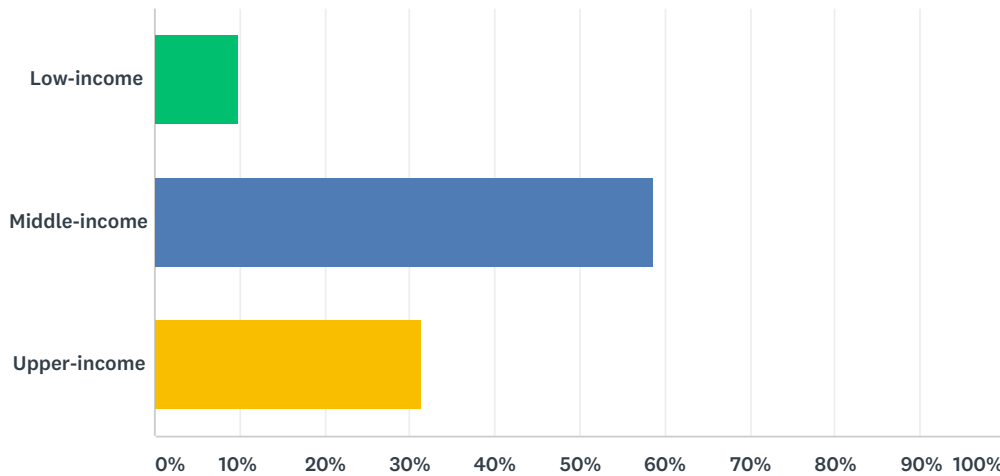
Answered: 164 Skipped: 41



| ANSWER CHOICES | RESPONSES |     |
|----------------|-----------|-----|
| Yes            | 84.76%    | 139 |
| No             | 15.24%    | 25  |
| TOTAL          |           | 164 |

Q11 First UU Church of Austin is trying to understand the level of income diversity and financial need present in the congregation today. We will use this information to track whether the congregation becomes more economically diverse in the years ahead as a reference point for programming. Please indicate whether you believe your household is:

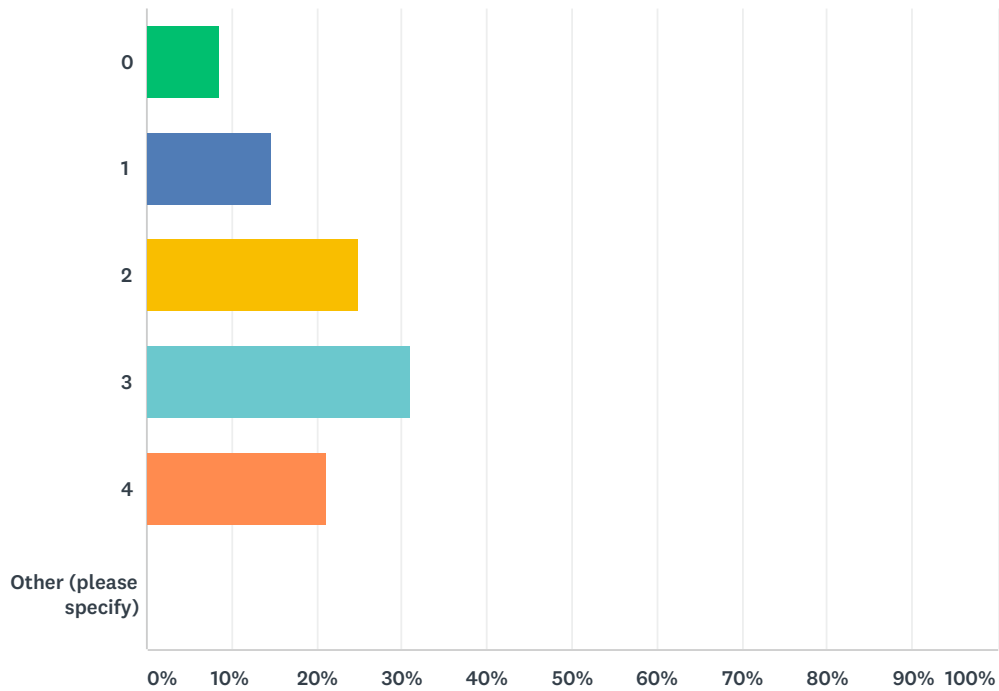
Answered: 162 Skipped: 43



| ANSWER CHOICES | RESPONSES |
|----------------|-----------|
| Low-income     | 9.88% 16  |
| Middle-income  | 58.64% 95 |
| Upper-income   | 31.48% 51 |
| TOTAL          | 162       |

### Q12 During the past 12 months, on average, how many Sundays per month have you come to church?

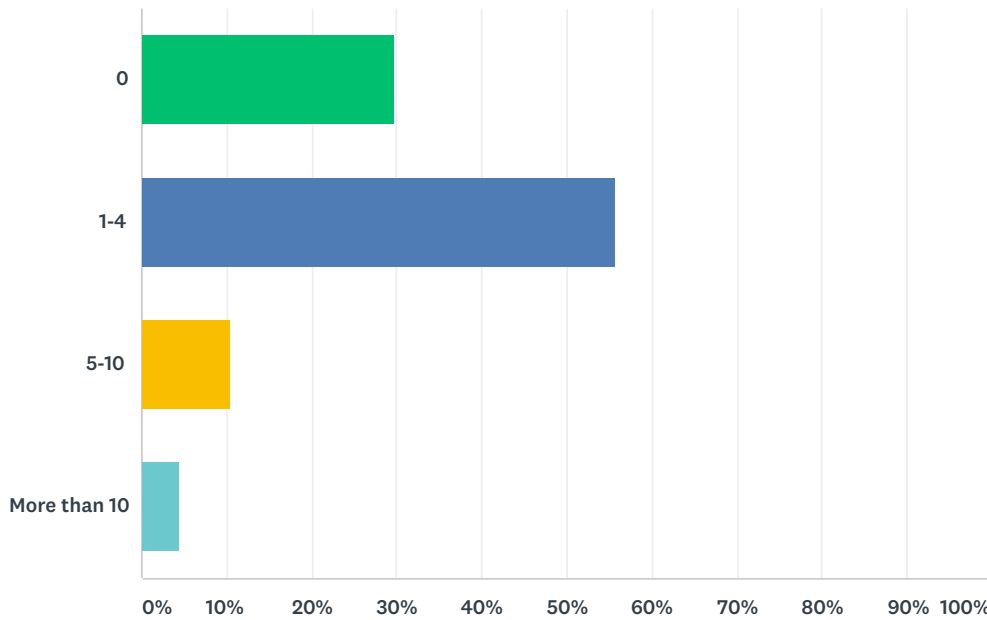
Answered: 165 Skipped: 40



| ANSWER CHOICES         | RESPONSES |            |
|------------------------|-----------|------------|
| 0                      | 8.48%     | 14         |
| 1                      | 14.55%    | 24         |
| 2                      | 24.85%    | 41         |
| 3                      | 30.91%    | 51         |
| 4                      | 21.21%    | 35         |
| Other (please specify) | 0.00%     | 0          |
| <b>TOTAL</b>           |           | <b>165</b> |

### Q13 During the past 12 months, on average, how many non-Sundays per month have you attended events or activities on the church campus?

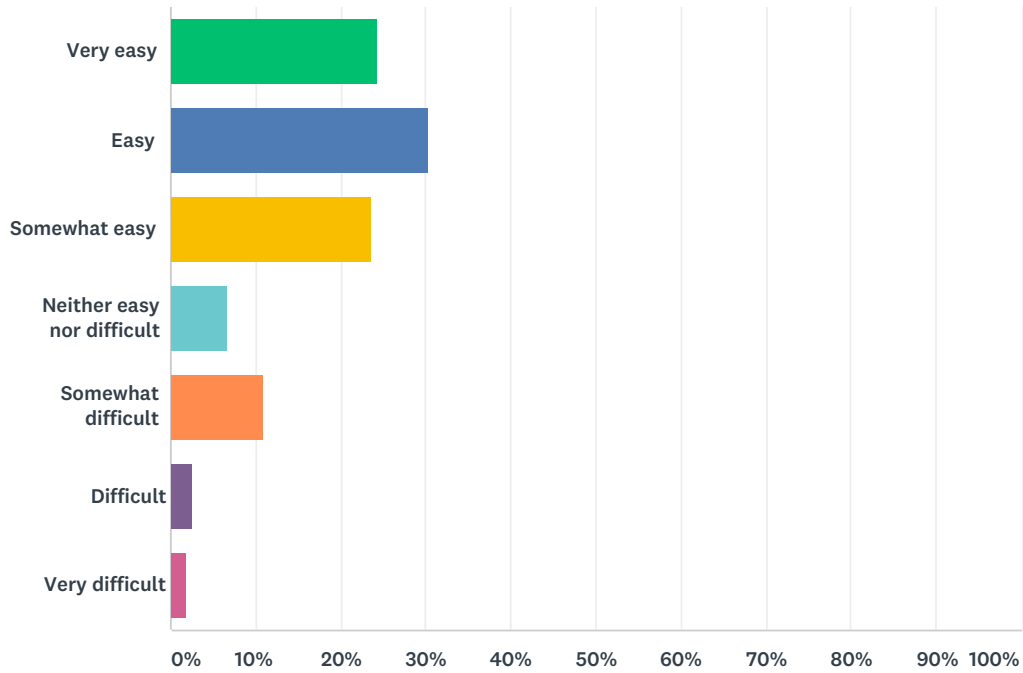
Answered: 162 Skipped: 43



| ANSWER CHOICES | RESPONSES |            |
|----------------|-----------|------------|
| 0              | 29.63%    | 48         |
| 1-4            | 55.56%    | 90         |
| 5-10           | 10.49%    | 17         |
| More than 10   | 4.32%     | 7          |
| <b>TOTAL</b>   |           | <b>162</b> |

## Q14 How easy is it to find out about church events and activities?

Answered: 165 Skipped: 40

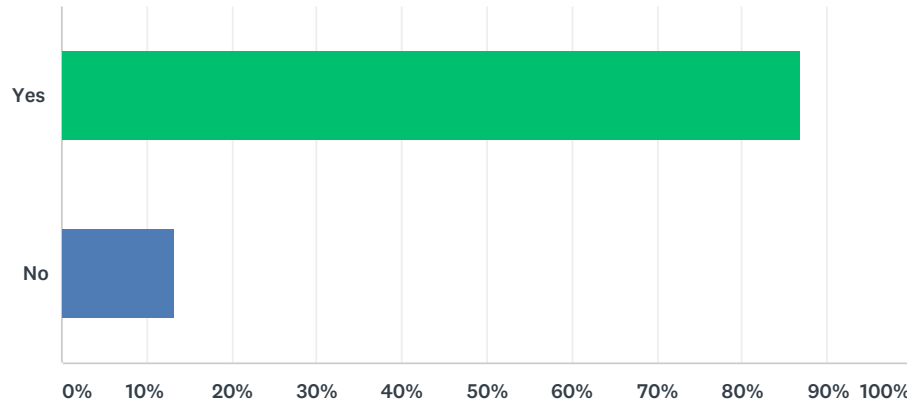


| ANSWER CHOICES             | RESPONSES |            |
|----------------------------|-----------|------------|
| Very easy                  | 24.24%    | 40         |
| Easy                       | 30.30%    | 50         |
| Somewhat easy              | 23.64%    | 39         |
| Neither easy nor difficult | 6.67%     | 11         |
| Somewhat difficult         | 10.91%    | 18         |
| Difficult                  | 2.42%     | 4          |
| Very difficult             | 1.82%     | 3          |
| <b>TOTAL</b>               |           | <b>165</b> |



### Q15 We're you aware that the church has a live broadcast of Sunday service available online?

Answered: 160 Skipped: 45



| ANSWER CHOICES | RESPONSES |     |
|----------------|-----------|-----|
| Yes            | 86.88%    | 139 |
| No             | 13.13%    | 21  |
| TOTAL          |           | 160 |

## Q16 Any final comments?

Answered: 56 Skipped: 149

**Q17 (Optional) You may leave your contact information here. We encourage you to do so, particularly if you shared any comments in the survey, so FUUA staff or board members will be able to reach you for follow-up as appropriate.**

Answered: 35 Skipped: 170

| ANSWER CHOICES  | RESPONSES |    |
|-----------------|-----------|----|
| Name            | 100.00%   | 35 |
| Company         | 0.00%     | 0  |
| Address         | 0.00%     | 0  |
| Address 2       | 0.00%     | 0  |
| City/Town       | 0.00%     | 0  |
| State/Province  | 0.00%     | 0  |
| ZIP/Postal Code | 97.14%    | 34 |
| Country         | 0.00%     | 0  |
| Email Address   | 97.14%    | 34 |
| Phone Number    | 94.29%    | 33 |