

Agenda – Congregational Meeting  
First Unitarian Universalist Church of Austin  
Sunday, December 18, 2016, 1:30 pm – 2:30 pm in the Sanctuary

- |   |      |
|---|------|
| 1. Welcome and Call to Order, Marsha Sharp – 10 min   | 1:30 |
| a. Unison Reading of Covenant and Lighting of Chalice   |      |
| b. Introduction of Parliamentarian  |      |
| c. Adopt Consent Agenda   |      |
| • Rules of Order  |      |
| • Minutes June 5, 2016 congregational meeting   |      |
| d. Adopt Agenda   |      |
| 2. Update: State of the Church, Rev. Meg Barnhouse – 10 minutes                               | 1:40 |
| 3. Call for return of ballots for 2017 Monthly Special Offerings,<br>Peggy Morton – 5 minutes | 1:50 |
| 4. 2017 Proposed Budget – 20 minutes  | 1:55 |
| 5. Joys and Concerns – 10 minutes   | 2:15 |
| 6. Closing Reading and Extinguish Chalice – 5 min   | 2:25 |
| Adjourn   | 2:30 |

## **A COVENANT OF HEALTHY RELATIONS**

**As a religious community, we promise:**

### **To Welcome and Serve**

- By being intentionally hospitable to all people of good will
- By being present with one another through life's transitions
- By encouraging the spiritual growth of people of all ages

### **To Nurture and Protect**

- By communicating with one another directly in a spirit of compassion and good will
- By speaking when silence would inhibit progress
- By disagreeing from a place of curiosity and respect
- By interrupting hurtful interactions when we witness them
- By expressing our appreciation to each other

### **To Sustain and Build**

- By affirming our gratitude with generous gifts of time, talent and money for our beloved community
- By honoring our commitments to ourselves and one another for the sake of our own integrity and that of our congregation
- By forgiving ourselves and others when we fall short of expectations, showing good humor and the optimism required for moving forward

**Thus do we covenant with one another**

Approved at congregation meeting May 5, 2013

# First Unitarian Universalist Church of Austin Congregational Meeting Rules of Procedure

## 1. Order of Business

The order of business will follow the meeting notice unless the order of business is changed by a majority vote.

## 2. Means of Voting

As long as a quorum is present (ten percent of voting members of the congregation), voice votes, uncounted standing votes, or an uncounted show of hands will be used, unless the bylaws specify otherwise. Two or more people shall be designated as vote counters by the chair at the outset of the meeting in the event that a vote count is needed. Written ballots will not be used without a two-thirds vote. All matters will be determined by the number of votes cast by members present and voting, as long as there is a quorum, unless the meeting notice allows absentee voting.

## 3. Presentation of Items

A Board Member or the appropriate Committee Chair will move the action items as printed in the meeting notice.

## 4. Amendments

No one may offer an amendment until there has been at least ten minutes of debate on the main question as moved, unless no one else wants to speak to the main question or it is a clarifying amendment. Anyone making an amendment must give it to the chair in writing before it is discussed. Paper and pencil will be provided; those requesting assistance will be provided assistance.

## 5. Time limits

These time limits will apply to all the business of the meeting. If no one objects, the Chair may grant minor extensions. Time limits may be extended by a two-thirds vote.

- a. No one may speak on any motion for more than two minutes or more than once as long as anyone else is waiting to speak, except that persons with special

information may answer questions with the Chair's permission.

- b. No item will be discussed in the meeting for more than 30 minutes. Discussion time will be divided equally by alternating between speakers at microphones designated pro and con. One microphone will be designated for point(s) of clarification or amendments.
- c. No one may call the previous question if there are persons waiting to speak at both the pro and con microphones and the time for discussion is not over. If the Chair sees no speakers at the con microphone, then the Chair may call for a vote.
- d. Every person must speak at a microphone.

## 6. Budget Motions

Anyone making a motion concerning the budget must give it to the Chair in writing and must provide for reduction in specific categories equal to any increase in spending in the motion. A simple majority vote is required to adopt motions concerning the budget.

## 7. Items Not in the Meeting Notice

Items of a substantial nature which are not in the meeting notice shall not be considered. Committees with items of substantial importance must have the item prepared far enough in advance for inclusion in the meeting notice.

## 8. Amending the Rules of Procedure

These rules of procedure will be adopted by a majority vote and may be changed during the meeting by a simple majority.

## 9. Adjournment

The meeting will adjourn no later than two hours or at such time as a quorum is no longer present after the Chair has called the meeting to order. The meeting may be extended in 15-minute increments by a simple majority vote for as much as one additional hour.

**Minutes**  
**June 5, 2016 Congregational Meeting**  
**First Unitarian Universalist Church of Austin**

1) Welcome and Call to Order (1:20pm)

Angela Smith (chair) called the meeting to order.

Check-in of voting members (66) met requirements to establish a quorum.

Angela led those in attendance in a unison reading of the Covenant of Healthy Relations and the lighting of the chalice.

Kirk Overby was introduced as guest parliamentarian

Consent Agenda (Meeting Procedure Rules and Minutes from December 13, 2015 Congregational Meeting) was approved

2) Minister's Update and Answers to Questions – Meg Barnhouse

a) Capital Campaign – Still ongoing. Canvassing new members after a few months. Have pledges of over \$3,000,000 which is about 5 times annual giving

b) Annual pledging is up 15%

c) Building Team has been meeting and is preparing a Request for Information

d) Membership and Services - Weekly attendance is about 400. Howson Hall is developing as a secondary sanctuary. About 40 attended the first 3<sup>rd</sup> service. RE attendance is around 60 with about 20 in the Senior High group. Member attrition is around 8% which is below national average.

e) There are many active groups and programs. Social Action has been consolidated into a 3 person steering team to oversee about 20 social action ministries.

f) UU Districts are being dissolved to build a regional structure. We are part of a Heart of Texas Cluster including congregations from Georgetown to Kerrville.

### 3) Report of the Nominating Committee and Election of Officers

The Nominating Committee presented the following candidates:

#### **Board of Trustees**

<b>President</b>	Marsha Sharp
<b>President Elect*</b>	Jairy Grisaffe
<b>Trustee (2014-2017)</b>	Dorothy Roark
<b>Trustee (2014-2017)</b>	Nancy Dittmar-Stout
<b>Trustee (2014-2017)</b>	Sean Ramsey
<b>Trustee (2015-2018)**</b>	Jennifer Knudsen
<b>Trustee (2015-2018)</b>	Jill Wiggins
<b>Trustee (2015-2018)</b>	Sarah Cleary
<b>Trustee (2016-2019)*</b>	Dan Griffiths
<b>Trustee (2016-2019)*</b>	Scott Butki
<b>Trustee (2015-2018)*</b>	Phil Hewitt

\*Nominee \*\*Nominee to serve remaining term for Jairy Grisaffe

#### **Nominating Committee**

<b>Member (2014-2017)</b>	Elizabeth Gray
<b>Member (2015-2018)</b>	Margaret Roberts
<b>Member (2016-2019)*</b>	Eric Stimmel
<b>Member (2016-2017)**</b>	Angela Smith
<b>Member (2016-2017)***</b>	Julie Paasche

\*Nominee \*\*Past President \*\*\*Board Appointee

Michael Kersey presented separate motions.

1) No petitions were submitted for the position of President Elect. Since Jairy Grisaffe was the only nominee and there being no objections, he was elected.

2) No petitions were submitted for the Trustee positions for the open 2015-2018 Trustee position to fill remainder of Jairy Grisaffe's term and no petitions were submitted for the 2016-2019 Trustee positions. Without opposition Jennifer Knudsen was elected to replace Jairy Grisaffe and Dan Griffiths, Scott Butki and Phil Hewitt were elected as Trustees for 2016-2019.

3) Eric Stimmel was unanimously approved to serve on the Nominating Committee for the period 2016-2019.

#### 6) Joys and Concerns

Angela Smith – Joyful gratitude to Carolyn Gremminger for her service.

Emily Schwatz – Joy over Meg's Leadership and general state of church

Susan Gore – Asked for help in getting a counseling position at UT

Lisa Hastings – Shared a joy over son's rowing achievement.

#### 7) Closing Words, Extinguishing the Chalice, and Adjournment

Meeting adjourned at 1:45pm after a closing reading by Carolyn Gremminger.

Recorded by: Steve Swinnea, Secretary

**2017 Budget Proposal  
First UU Church of Austin  
For the Congregational Meeting on December 18, 2016**

Dear Members,

The attached 2017 budget represents a reduction in spending compared to prior years, primarily as a result of staff restructuring to reflect the level of staffing and service our giving supports. We will pay our staff at current UUA guidelines to reflect our commitment to economic justice. We have reduced total staff numbers in program services and religious education. This may mean that support services will be somewhat reduced and response times may increase for items such as pledge payment inquiries and room reservation requests; however, after some challenging fiscal times last year, we felt it important to “live within our means”.

The following are a few key items:

- Pledge income is projected to increase by 9.15 % over this year – thanks to all of the folks who engaged with our stewardship ministry this time! This will help offset projected decreases in plate giving and rentals due to our renovations beginning in 2017.
- We are projecting a small net income for 2017. This would help rebuild our depleted cash flow reservoir.
- We have continued our 10% over the prior year increase that we give to the UUA.
- We have brought all staff salaries to UUA recommended levels in adherence with our values regarding economic justice and in compliance with board executive limitations policies.
- We have projected increased utilities costs both because of changes with our utilities provider and due to increased usage for the construction.
- The budget for our music program is included within the ministry budget and comes to \$140,658, which is even with the prior year.
- Ministry teams and committees are shown as a part of the budgets for the departments to which they most closely relate.
- Capital Campaign expenses offsets represents expenses we will incur due to capital campaign activities that we will charge to the capital campaign rather than the operational budget, such as some increased staff time.
- We estimate 26.27% of our budget will go toward social justice activities in 2017 compared to 23.11 in 2016.



- Please see the attached graphics for further information about our proposed 2017 budget.

If you have any questions, comments, or concerns about the proposed 2017 budget, or about anything else, please feel free to contact us directly.

Meg Barnhouse  
Senior Minister  
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512-452-6168 x 304

Chris Jimmerson  
Minister for Program Development  
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**2017 First UU Church Budget Proposal**

**Budget Year**

**2015**

**2016**

**2017**

**INCOME**

**Prior Year**

**Current Year  
Budget**

**Proposed  
2017 Budget**

**Notes**

**Contributions**

Pledges				
Pledged to Date	\$ 634,545	\$ 600,677	\$ 731,734	Total 2016 pledges before
attrition		-\$ 32,683	-\$ 25,611	attrition and without new
Estimated Outstanding Pledges		\$ 20,000	\$ 4,200	member estimate:
New Member Giving	\$ 39,789	\$ 40,000	\$ 35,000	\$ 675,677
New Year Challenge		\$ 55,000		
Sunday Plate	\$ 79,882	\$ 79,000	\$ 65,000	
Other Contribution Income	\$ 2,100	\$ 6,000	\$ 6,000	
Rental	\$ 65,000	\$ 53,000	\$ 40,000	
<b>Activities</b>				
Fundraiser	\$ 15,000	\$ 15,000	\$ 15,000	
Forum	\$ 1,333	\$ 1,400	\$ 1,400	
Gallery	\$ 1,048	\$ 1,200	\$ 1,200	
Camp UU (Hogwarts)	\$ 9,265	\$ 8,000	\$ 8,000	
Special Plate	\$ 24,990	\$ 24,000	\$ 24,000	
Paradox Players	\$ 23,000	\$ 16,750	\$ 16,750	
Interest & Dividends	\$ 760	\$ 900	\$ 900	
Released from Restriced	\$ 3,251	\$ 3,929		
Restricted Funds Offset		\$ 6,014		
Transfer from Savings	\$ 21,254	\$ 24,167	\$ 19,732	
<b>SUBTOTALS</b>	<b>\$ 921,217</b>	<b>\$ 922,354</b>	<b>\$ 923,573</b>	

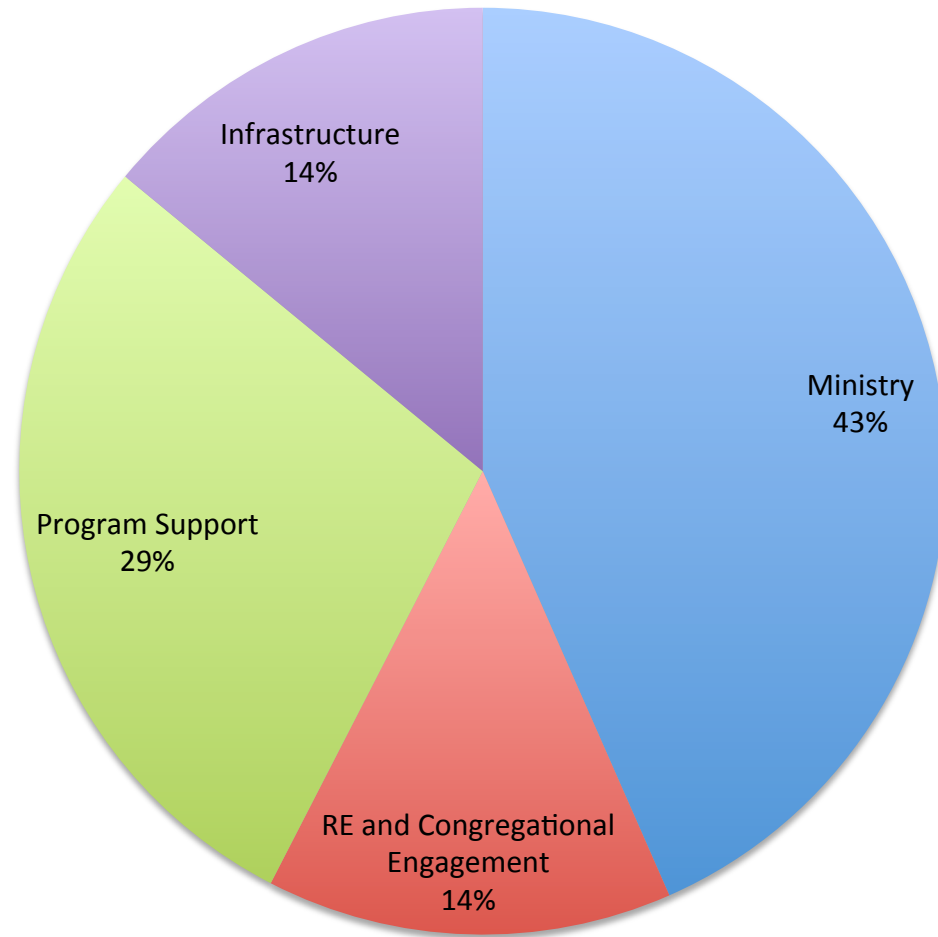
**EXPENSES**

**Departments**

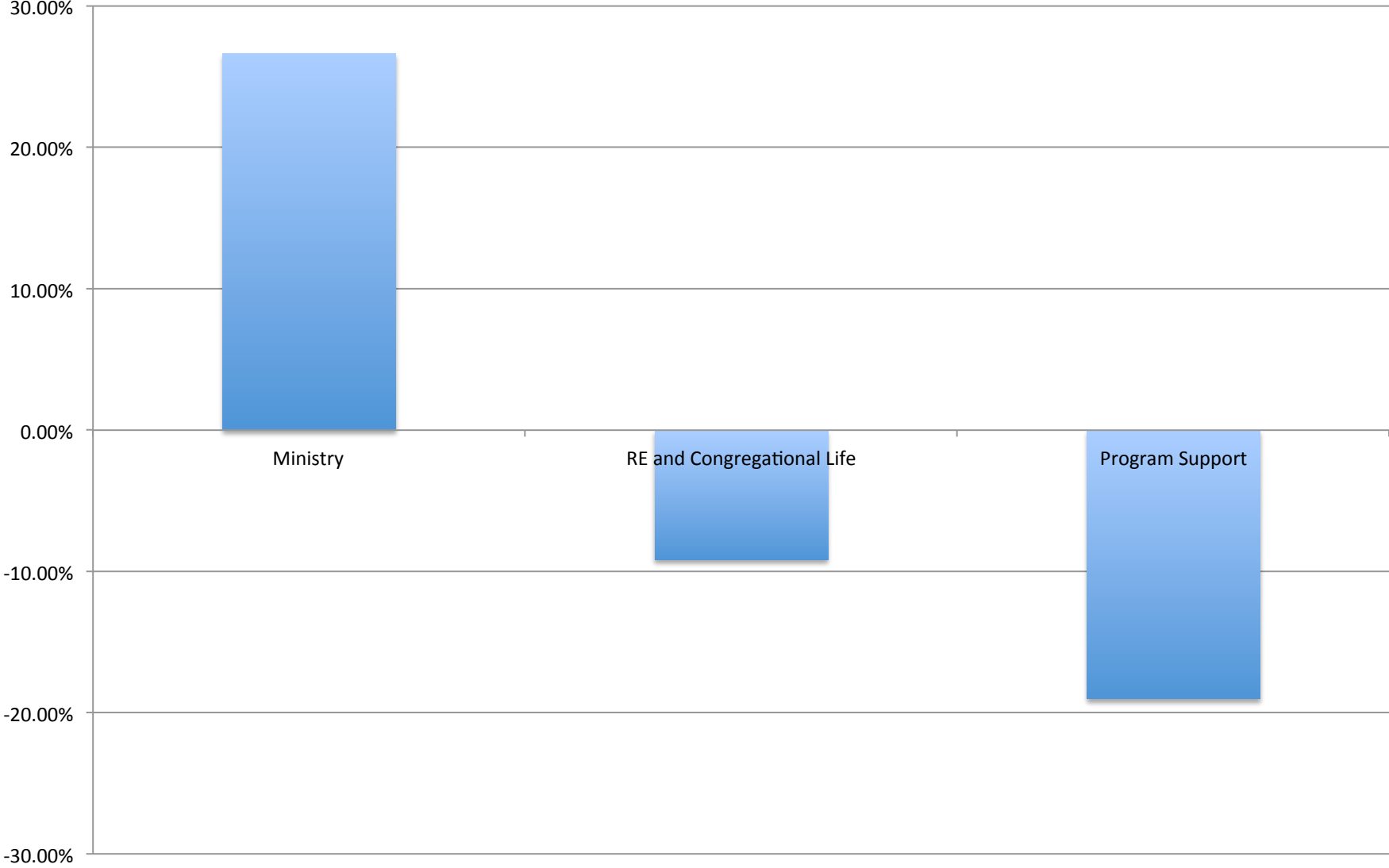
<b>Ministry</b>	\$ 294,129	\$ 334,138	\$ 355,217	includes UUA @ 16.5K
UU Cares Council	\$ 350	\$ 800	\$ 800	
Forum	\$ 500	\$ 1,203	\$ 1,203	
Gallery	\$ 1,255	\$ 900	\$ 900	
Green Sanctuary	\$ -	\$ 1,900	\$ 1,900	

Library	\$ -			
Membership	\$ 1,180	\$ 1,629	\$ 1,629	
Nominating	\$ 500	\$ 500	\$ 500	
Paradox Players	\$ 15,760	\$ 10,490	\$ 10,490	
Social Action	\$ 4,900	\$ 5,700	\$ 5,700	
Yew Grove	\$ -			
Special event	see below	\$ 2,000	\$ 2,000	
Special Plate	see below	\$ 24,000	\$ 24,000	
<b>Total Ministry Department</b>	<b>\$ 318,574</b>	<b>\$ 383,261</b>	<b>\$ 404,339</b>	
<b>Religious Education &amp; Cong Life</b>	<b>\$ 134,193</b>	<b>\$ 145,618</b>	<b>\$ 122,074</b>	
CampUU (Hogwarts)	\$ 9,000	\$ 8,000	\$ 8,000	
Fellowship	\$ 1,735	\$ 1,815	\$ 1,815	
<b>Total RE and Cong. Life</b>	<b>\$ 144,928</b>	<b>\$ 156,433</b>	<b>\$ 131,889</b>	
<b>Program Support</b>	<b>\$ 295,535</b>	<b>\$ 270,834</b>	<b>\$ 242,974</b>	
Denominational Affairs	\$ 5,975	\$ 5,575	\$ 5,575	
Facilities	\$ 13,251	\$ 10,000	\$ 10,000	
Grounds	\$ 8,000	\$ 1,000	\$ 1,000	
Media	\$ 1,000	\$ 3,000	\$ 3,000	
Stewardship	\$ 2,250	\$ 2,250	\$ 2,250	
<b>Total Program Support</b>	<b>\$ 326,011</b>	<b>\$ 292,659</b>	<b>\$ 264,799</b>	
<b>Total Infrastructure</b>	<b>\$ 93,904</b>	<b>\$ 123,001</b>	<b>\$ 130,435</b>	utilities, salaries increases
Special Plate	\$ 24,990	\$ -	\$ -	in ministry
Income Offsets	\$ 8,000	\$ -	\$ -	in infrastructure
Misc Expenses	\$ 3,000	\$ -	\$ -	in infrastructure
UUA	\$ 13,310	\$ -	\$ -	in ministry
Special Event	\$ 2,500	\$ -	\$ -	in ministry
Capital Campaign expense offsets	-\$ 14,000	-\$ 18,000	-\$ 18,000	
<b>Total Expenses</b>	<b>\$ 921,217</b>	<b>\$ 922,354</b>	<b>\$ 913,462</b>	
<b>Net Revenue or expense</b>	<b>\$ -</b>	<b>\$ 0</b>	<b>\$ 10,111</b>	
Cost per member	\$ 1,722	\$ 1,537.26	\$ 1,456.88	
Music in ministry budget (\$140,658)				

### Percentage of Budget by Department



### Departmental Increase/Decrease Over Prior Year



**Salary Recommendations for Church Years  
Beginning July 1, 2016  
Geo Index 3**

All of the pay ranges below are annual salary figures (salary including housing for ordained clergy) and are based on a 40 hour week. These numbers do not include the cost of benefits. Congregations can adjust for less than full-time employment. Capsule job descriptions are intended as a standard for establishing the appropriate salary range for employees. These capsules should guide congregations in assigning the appropriate salary range for a position. They are not a total or all-encompassing description of the work.																		
Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 -349)			Mid Sized III (350-499)			Large I (500 - 749)			Large II (>750)		
MINISTRY	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Parish Minister, Minister of Religious Education or Community Minister	47,100	59,000	70,800	58,850	75,050	91,100	65,850	85,700	105,450	71,900	94,250	116,950	77,850	102,950	128,500	97,150	131,150	164,950
In multi-minister settings, where one minister is recognized as having primary accountability, a salary differential is merited. Where the functions of a congregation's ministers are found to be closely comparable, the congregation should consider the same salary range for these positions.																		
Interim Minister	Same as the midpoint of the range recommended for congregations of this size.																	
Co-Minister	Same as Minister, pro-rated for part-time																	
Associate Minister	42,700	50,850	59,000	48,900	62,450	76,000	54,950	71,400	87,850	59,950	78,750	97,450	64,900	86,100	107,100	84,100	113,400	142,700
Assistant Minister	41,050	48,850	56,400	41,300	52,400	63,500	45,450	59,500	73,450	47,800	64,600	81,500	50,050	69,800	89,550	62,500	88,850	115,050
For ordained staff, the term "salary" refers to the sum of salary plus housing allowance only.																		
Youth Minister	Same as other ministerial categories according to responsibility.																	
Minister of Music	Same as other ministerial categories according to responsibility.																	
Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 -349)			Mid Sized III (350-499)			Large I (500 - 749)			Large II (>750)		
RELIGIOUS EDUCATION	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Credentialed Religious Educator - Masters Level	38,050	44,650	51,250	41,800	48,000	54,200	50,500	55,700	60,650	57,050	62,900	68,500	63,600	70,000	76,400	80,750	88,800	96,850
Credentialed Religious Educator	35,900	42,150	48,400	39,400	45,250	51,100	47,650	52,550	57,200	53,800	59,300	64,600	59,900	65,950	72,000	76,000	83,600	91,200
Credentialed Religious Educator - Associate Level	33,750	39,700	45,550	37,150	42,550	48,150	45,700	50,250	55,000	50,600	55,650	60,700	55,450	61,050	66,550	65,600	72,200	78,700
Religious Educator	32,100	37,000	43,500	35,350	41,650	47,850	40,450	47,550	54,500	44,250	52,100	59,850	48,100	56,650	65,100	55,650	67,050	76,900
Religious Educator Coordinator	25,500	29,400	33,800	28,100	33,100	38,100	32,150	37,750	43,350	35,050	41,350	47,550	38,250	44,950	51,650	44,150	53,150	61,150
Employees whose primary responsibilities are to provide clerical and administrative support should be classified in the Administrative job family.																		

**Salary Recommendations for Church Years  
Beginning July 1, 2016  
Geo Index 3**

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 -349)			Mid Sized III (350-499)			Large I (500 - 749)			Large II (>750)		
MUSIC	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>UUA Certified Music Director</b>	35,750	42,000	50,350	40,100	47,200	54,300	45,850	53,900	61,950	49,800	58,600	67,400	58,900	69,300	79,700	69,750	82,050	97,650
<b>Music Director</b>	32,650	40,200	49,450	34,900	43,200	52,350	44,150	51,250	58,350	48,800	57,400	65,900	53,450	63,450	73,450	63,250	78,100	93,050
<b>UUA Certified Choir Director</b>	27,250	33,750	41,500	30,950	37,250	45,100	37,450	43,500	50,100	41,750	49,200	56,400	46,250	54,900	63,550	54,700	67,500	80,300
<b>Choir Director</b>	26,050	32,200	39,600	29,800	35,800	43,400	36,100	41,800	47,500	39,800	46,750	53,800	43,700	51,800	59,900	51,550	63,800	75,950
<b>Instrumentalist</b>	21,400	26,350	32,350	23,450	28,300	34,200	29,050	33,650	38,250	32,100	37,650	43,300	35,200	41,750	48,300	41,550	51,400	61,150

**The UUA's salary recommendations for Musicians differ from those of the American Guild of Organists. The UUA's figures are based on church size and the AGO's are based on education, experience, the inclusion of benefits and the definitions of the various positions.**

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 -349)			Mid Sized III (350-499)			Large I (500 - 749)			Large II (>750)		
MEMBERSHIP	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>Membership Director</b>	35,900	42,100	48,300	39,400	45,250	51,100	47,600	52,500	57,150	53,750	59,250	64,550	59,850	65,900	71,950	76,000	83,600	91,200
<b>Membership Manager</b>	30,450	35,050	41,200	33,500	39,450	45,300	40,950	45,000	49,250	41,850	49,300	56,600	45,550	53,600	61,600	52,650	63,450	72,750
<b>Membership Coordinator</b>	25,500	29,400	33,800	28,100	33,100	38,100	32,150	37,750	43,250	35,050	41,350	47,550	38,250	44,950	51,650	44,150	53,150	61,150

**Employees whose primary responsibilities are to provide clerical and administrative support should be classified in the Administrative job family.**

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 -349)			Mid Sized III (350-499)			Large I (500 - 749)			Large II (>750)		
ADMINISTRATIVE AND OPERATIONS	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>Business Administrator</b>	-	-	-	-	-	-	48,000	58,900	69,700	50,000	61,900	73,700	51,950	64,900	77,700	56,000	70,050	84,100
<b>Congregational Administrator</b>	36,250	42,600	48,950	37,000	43,550	50,000	37,650	44,200	50,850	38,150	45,350	52,650	38,800	46,600	54,500	39,350	48,100	57,050
<b>Office Administrator</b>	28,500	33,350	38,300	29,500	34,700	40,000	29,800	35,300	40,500	30,750	36,250	41,550	31,700	37,200	42,700	32,150	38,450	45,100
<b>Office Assistant</b>	24,050	28,000	32,600	24,400	28,650	33,150	25,150	29,300	33,900	25,550	30,050	34,750	26,200	30,900	35,400	26,950	31,650	36,450
<b>Bookkeeper</b>	31,400	37,000	42,400	32,050	37,700	43,250	32,550	38,100	43,850	33,350	39,100	45,000	34,150	40,200	46,100	34,750	41,700	48,650
<b>Child Care Worker</b>	24,050	27,350	31,450	24,050	27,350	31,450	24,050	27,350	31,450	24,600	27,950	32,050	25,200	28,650	32,850	25,850	29,400	33,700
<b>Hourly Rate Child Care Worker</b>	11.32	12.88	14.81	11.32	12.88	14.81	11.57	13.15	15.12	11.83	13.44	15.41	12.12	13.77	15.79	12.43	14.13	16.20
<b>Custodian</b>	25,100	28,550	33,550	25,600	29,150	34,250	26,150	29,750	34,950	26,700	30,350	35,650	27,350	31,100	36,550	28,000	31,950	37,550
<b>Hourly Rate Custodian</b>	12.07	13.73	16.13	12.31	14.01	16.47	12.57	14.30	16.80	12.84	14.59	17.14	13.15	14.95	17.57	13.46	15.36	18.05

Congregations should always check minimum wage rates in their locale and pay the required minimum wage if it exceeds our predictions.

## Social Action Council Report (October 2015-September 2016)

Over the last year, approximately 200 volunteers contributed nearly 4800 hours to the regular activities and special events sponsored by the First UU Social Action Council. The activity with the most volunteer hours was our collating group at People's Community Clinic, which attracted 29 volunteers. In addition, teams of five volunteers met every week to make sack lunches for individuals living in the ARCH shelter to take to work with them, a small group of First UU congregants served supper at the ARCH shelter twice each month, and another group from First UU helped Inside Books Project mail books (many of which were donated by church members) to Texas prisoners on a monthly basis. Freeze Night, another project that has gotten a lot of volunteer support in the past, was not needed this year because there were no freezes on a Tuesday, which is our designated night.

The Social Action Council also promoted opportunities for congregants to volunteer with organizations such as CASA of Travis County, Texas Refugee Services, Caritas of Austin, and Care Communities.

As a result of the congregation's generosity, we were able in January 2016 to donate \$1,500 to each of the 12 monthly special offering recipients selected for 2015.

As of June 2016, we had sold 82 Standing on the Side of Love t-shirts, which means that we have fully recouped our investment in purchasing new t-shirts. Proceeds from additional t-shirt sales will be used to fund Social Action activities not included in our budget. In addition to the various social action projects that met regularly over the course of the year,

First UU members and friends participated in the many social action related events and activities listed below.

### October 2015

- Drive a Senior North Central Austin held their Oktoberfest Fall Fundraiser.
- Inside Amigos showed the film "Resistencia: The Fight for the Aguan Valley" and sponsored a discussion with School of Americas Watch organizer María Luisa Rosal.
- Church members and Rev. Mari participated in a protest outside the Hutto Detention Center in Taylor, Texas.
- The annual children's book drive for People's Community Clinic collected 832 books.

### November 2015

- Green Sanctuary invited the Faith Energy Action Team to present an interactive program on gratitude for the planet.
- Volunteers worked with iACT's Hands on Housing to repair and revitalize the home of a senior citizen or disabled homeowner.
- The annual UU Fair Trade and Alternative Holiday Market joined with the Austin Tan Cerca de la Frontera's Women & Fair Trade Market to expand the market this year. In addition to the usual fair-trade vendors, ATCF brought a variety of musicians, poets and cooperatives, formed by women adversely affected by globalization.
- Church members participated in Global Climate March at the State Capitol.



- The High School Youth Group sent a letter to the mayor, city manager, and city council advocating replacing Columbus Day with Indigenous People's Day.

#### December 2015

- Drive a Senior North Central Austin held their Christmas Choral Event including a performance by First UU's multigenerational choir.
- Cruz Correa, Volunteer Coordinator for CASA of Travis County, came to First UU to recruit new volunteers who can speak up for a child who's been abused or neglected.
- Green Sanctuary sponsored their second annual Holiday Re-Gifting Event.
- Gillian Redfearn set up a Giving Tree to benefit at-risk students at McCallum High Scholl and its feeder schools with the purchase of a Cap Metro bus pass or a HEB grocery card.
- 125 church members voted for organizations that will receive the 2016 Monthly Special Offerings.
- Church members participated in the Austin Wear Orange March against gun violence at the State Capitol.
- Art Kin and Social Action hosted a concert to support mandatory universal background checks and close the loopholes in the Texas and U.S. gun laws that allow gun sales without them. Approximately 50 people attended and 73 postcards were sent.

#### January 2016

- Church members participated in a telephone campaign to ask ICE to stop the deportation of Evelin Ramirez.
- Church members participated in Annual Austin MLK March.
- Peggy Morton began acting as First UU's representative to the emerging Austin Sanctuary Network.
- Church members participated in Roe v. Wade Anniversary Rally at the State Capitol.
- Church members protested Georgetown's Old South Civil War Ball through letters to the editor, a petition, and participation in a silent protest.
- Action for Justice sponsored a house meeting training with our new Austin Interfaith organizer (Kurt Cadena-Mitchell from Wildflower UU).

#### February 2016

- Church members participated in a press conference prior to the DFPS Council Meeting on Family Detention, and several testified at the meeting. Church members also participated in setting up a "pop-up childcare center" at the state capitol to protest the licensing of immigrant detention centers as childcare centers.
- White Allies sponsored a special video screening on the connection between our Unitarian Universalist commitment to justice and the Black Live Matter Movement as part of the UUA's Standing on the Side of Love/30 Days of Love for racial justice observances.
- Church members participated in a protest at an Austin City Council meeting to demand justice for David Joseph, an unarmed black teenager shot by the Austin police.

- Church members made phone calls to ICE and attended several protests in an effort to obtain release for Francisca Morales Macías and Maribel Zelaya, two refugee women who were subjected to retaliation by detention staff following their hunger strike.
- White Allies showed the movie “Dear White People,” followed by a facilitated discussion of the issues raised in the film. The audience included nearly 50 church members and visitors.
- First UU hosted Faith Voices for Reproductive Justice for a service of prayer and public witness for reproductive rights and justice. Church members also took a group photo holding the church banner and signs that support reproductive rights to show support as the Supreme Court takes up the case of Texas vs. Whole Women’s Health. The photo was shared statewide by the Texas UU Justice Ministry.
- Green Sanctuary hosted a lunch for a group of environmental activists who were in Austin to speak at the UU Ministry for Earth/UU Young Adults for Climate Justice’s retreat.
- 18 church members participated in the annual CROP Walk for Hunger and raised over \$1,500 for the local and global fight against hunger and poverty.
- Church members planned, hosted, and facilitated a full-day strategic planning retreat for the board of the Texas UU Justice Ministry.

#### March 2016

- Green Sanctuary showed a video of a talk on climate change given at a UU church in New York and featuring Bernie Sanders, Naomi Klein, and Chris Hedges.
- Social Action hosted an exhibition of the War Is Trauma poster portfolio on the thirteenth anniversary of the invasion of Iraq sponsored by Iraq Veterans Against the War and the Civilian-Soldier Alliance. This event was also a release party for the Jacob George Memorial Album featuring music by an Afghanistan War veteran and peace activist who took his own life last September.
- Erin Gaines, an environmental justice advocate, spoke to the White Allies group about the intersection of race and Texas environmental issues.
- Church members participated in a second protest at City Hall to demand justice for David Joseph.
- Church members and Rev. Chris attended a vigil for Hilda and Ivan at City Hall sponsored by the newly formed Austin Sanctuary Network.
- Church members joined Austin Interfaith to advocate at an Austin City Council meeting for a Fair Chance Hiring Ordinance that will allow individuals with a conviction history to fairly compete for jobs, without the stigma of a criminal record.
- Church members attended a community meeting about uniting the struggle for a living wage with the fight against anti-immigrant bigotry.

#### April 2016

- Action for Justice and Inside Amigos co-sponsored our annual Spring into Action on the theme of sanctuary. The month’s activities included a book group, three Forum speakers, two movie nights, two special events, and three service opportunities.
- As part of Spring into Action, church members donated money and items needed to fill 25 backpacks that will be given to immigrant mothers when they are released from detention.

- White Allies showed the movie “The Stand-Ins.” The filmmaker, Glenn Scott, attended the showing and answered questions.
- Inside Amigos leader Peggy Morton spoke at a state hearing on licensing detention centers as child-care facilities and was quoted in the *Texas Observer*.
- Volunteers worked with iACT’s Hands on Housing to repair and revitalize the home of a senior citizen or disabled homeowner.

#### May 2016

- White Allies hosted education activist, Meghan Dougherty, who discussed the achievement gap in education in Austin.
- Inside Amigos worked with the Austin Sanctuary Network on a Mother’s Day event, held at St. Andrew’s Presbyterian, featuring stories from immigrant moms who have been incarcerated in a Texas for-profit family prison.
- Information about First UU’s Spring into Action 2016: Sanctuary was shared at the May UUSC board meeting.
- The Living the Welcoming Congregation Lifespan RE class offered to sponsor Spring into Action 2017 on the theme of “Welcoming.” Members of the class are also working to enhance the church’s welcome to newcomers by placing rainbow stickers and Black lives Matter buttons at the welcome table, encouraging members and visitors to put pronouns on their nametags, and reopening the discussion about how to best accommodate the bathroom needs of transgender and gender fluid individuals.
- Inside Amigos participants attended a rally at the Texas Department of Family & Protective Services employees to protest giving childcare licenses to for-profit prisons.

#### June 2016

- Green Sanctuary showed the movie, “Climate Refugees.”
- First UU members and Rev. Mari joined the Austin Sanctuary Network at city hall during the city council’s open commentary session on Thursday, June 8, to talk about why their faith calls them to stand in solidarity with immigrants by offering sanctuary. Hilda Ramirez shared her story by video about what it’s like currently living in sanctuary at St. Andrews Presbyterian Church.
- Austin Area UU White Allies for Racial Equity showed a documentary about anti-racism activist Anne Braden. The filmmaker, Anne Lewis, attended the showing and answered questions.

#### July 2016

- Social Action/Inside Amigos worked with Austin Sanctuary Network on a petition drive for Hilda Ramirez and her son Ivan. Volunteers collected signatures at First UU on and after July 3 and also coordinated with UU churches in the Heart of TX cluster and with TXUUM and UUSC to collect additional signatures from UUs.
- Social Action collaborated with Camp UU/Hogwarts to collect donations and put together 50 complete and 20 partial backpacks for immigrant youth who have recently been released from detention. On another day, participants at CampUU/Hogwarts packed lunches for the working homeless.

#### August 2016

- Inside Amigos sponsored Youth Rise Texas's annual fundraiser and also provided several days' worth of lunches for youth participating in their summer workshops.
- First UU members and Rev. Meg joined congregants from other churches involved in the Austin Sanctuary Network to visit city council members and ask them to support Hilda's asylum case and ICE Out of Austin's proposed sanctuary city resolution. First UU members also made calls to the ICE office in San Antonio in support of Hilda and Ivan.
- First UU members participated in the Diapers in Detention rally at the San ICE offices to protest the incarceration of immigrant mothers and babies.
- The Alphabet Soup group coordinated First UU's involvement in the Austin PRIDE Festival and Parade. First UU members staffed the church's booth at the festival as well as designing and building a float for the Pride Parade.

#### September 2016

- Green Sanctuary showed the movie, "The Wisdom to Survive."
- First UU hosted a fundraiser for SafePlace featuring Austin author Jo Scott-Coe, who shared highlights of newly-discovered primary source information providing insight about the intimate partner abuse that preceded the mass shooting perpetrated by Charles Whitman at UT Austin in 1966.
- First UU members participated in an ICE Out of Austin rally at APD headquarters.
- First UU members and Rev. Chris participated in the first Texas Moral Monday event at the state capitol
- Several congregants made pledges for the annual NAMI walk.
- Inside Amigos participants and Rev. Chris accompanied Sulma Franco to her ICE appointment in San Antonio