

MEETING AGENDA - FUUCA Board of Trustees

Meeting

Meeting Date	Tuesday, February 18, 2020
Start Time	6:30 PM
End Time	8:30 PM (EST)
Location	FUUCA
Purpose	Regular scheduled meeting

RSVP

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

Meeting documents

- 1.4.5 interpretation and monitoring 2020usethisone.pdf Pages 8-12
- 1.4.4 interpretation and monitoring report 2020use this one.pdf 13-16
- 2019financialreports.pdf 17-27
- Program Development Report Jan 2020.pdf Page 28
- Minutes-2020-01-21-v1.pdf 4-7
- FUUCA Policy Sub-Committee Supporting Artifact - Potential Pathways v2.0.pptx 39
- FUUCA Policy Sub-Committee Supporting Artifact - Public Position Petition Template v2.0.docx 40-41
- Proposed Policy for Adopting a Public Position - Overview.docx 37-38
- 8th Principle Comments 29-36

Agenda

1. Coming Back into Covenant

1.1. Chalice Lighting and Opening Words Leo Collas / 2 min.

1.2. Reading of Board Covenant Tomas Medina / 2 min.

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

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



- Agree to be called back into covenant.

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

Timekeeper: Matt

Process Evaluator: Elias

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

2. Connecting with our Moral Ownership

2.1. Visitor's Forum Tomas Medina / 15 min.

Kelly Stokes

2.2. Recognition of Church Volunteers and Staff Gay Phillips / 5 min.

2.3. Moment with Meg Meg Barnhouse / 10 min.

3. Monitoring our Progress

3.1. Policy Committee / 10 min.

3.2. Monitoring Committee / 10 min.

3.3. Linkage Committee / 10 min.

4. Learning & Creating the Future

4.1. Mistakes and Miracles Sarah Matt / 20 min.

Chapter 5

4.2. Service project Tomas Medina / 15 min.

What service project would we like to undertake?

5. Adjourn

5.1. Action Items Tomas Medina / 5 min.

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

- Readings
- Timekeeper
- Process Evaluator
- Snacks

5.2. Process Evaluation Elias Ponvert / 2 min.



5.3. Extinguishing the Chalice and Closing Words

Leo Collas / 2 min.

MEETING MINUTES - FUUCA Board of Trustees

Meeting

Date	Tuesday, January 21, 2020
Started	6:30 PM
Ended	8:30 PM (EST)
Location	FUUCA
Purpose	Regular scheduled meeting
Chaired by	Tomas Medina
Recorder	Kelly Raley

Attendance

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

Meeting documents

- Program Development Report Dec 2019.pdf
- 2.6 Asset Protection rev -2020.pdf
- Minutes-2019-12-17-v1.pdf
- 11-2020fiscalreports.pdf
- Report.pdf

Minutes

1. Coming Back into Covenant

1.1. Chalice Lighting and Opening Words

Gay started us off with some opening words from Dr. Martin Luther King Jr.

Status: Completed

1.2. Reading of Board Covenant

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

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

- Publicly support one another's decisions and leadership by speaking with one voice at the end of our deliberations.
- Agree to be called back into covenant.

Status: Completed

1.3. Confirm Timekeeper and Process Evaluator

Timekeeper: Meg

Process Evaluator: Elias

Timekeeper: Meg

Process Evaluator: Elias

Status: Completed

1.4. Approve Agenda and Consent Agenda

We added a discussion of 2.6.5 to discuss later in the meeting.

Moved to approve the consent agenda. Approved.

Status: Completed

2. Connecting with our Moral Ownership

2.1. Visitor's Forum

There were no visitors.

Status: Completed

2.2. Recognition of Church Volunteers and Staff

We discussed the volunteers to thank.

Status: Completed

2.3. Moment with Meg

We are in the process of hiring an assistant for Shannon.

Status: Completed

3. Monitoring our Progress

3.1. Policy Committee

Committee met with Chris and Meg about their goal to create policy in the bylaws for how to speak with one voice. Preparing a document February for the board to vote on in March to prepare for a vote at the congregational meeting.

Status: Completed

3.2. Monitoring Committee

Monitoring committee discussed feedback and info from congregational survey. We especially discussed problems with communication of the many activities at the church. Even if all the information is available on the website, it is often difficult to find.

Status: Completed

3.3. Linkage Committee

Discussed the 8th principle push. The Linkage committee has a table to discuss First UU membership's interest in adopting the 8th principle.

Status: Completed

3.4. Maintaining church grounds

Thomas moved an item from the consent agenda (3.4 Page 10) to the regular agenda for discussion.

One of the church ends (2.6.5) is to maintain church grounds and Tomas noted that the report stated that the leadership is in partial compliance with this end. Chris discussed ongoing challenges to maintaining the facilities. The bathrooms that did not get renovated are in poor shape. The playground could use attention. There are other minor regular maintenance issues. There are plans in development to address some of these problems, but the bathrooms are a continuing concern.

Status: Completed

4. Learning & Creating the Future

4.1. Mistakes and Miracles discussion

We had an engaged discussion of the book.

Status: Completed

4.2. Mid year check in

We are at about the midway point of the board year. What are your thoughts on how we are doing so far?

How do we feel about our experience working on the board? Some expressed a concern about feeling connected to each other and to the rest of the church. Some ideas included having people come in and present what they are doing to the board. Having a board project might also be good for strengthening board connections.

Generally, we noted that we feel like this is a good and productive board, respectful of each other.

Status: Completed

5. Adjourn

5.1. Action Items

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

- Readings
- Timekeeper
- Process Evaluator
- Snacks

For next meeting....



Readings: Leo

Time Keeping: Matt

Process Evaluator: Elias

Snacks: Sadie

Policy committee -- needs meeting

Monitoring committee -- needs to meet

Everyone on the board to read next chapter of Mistakes and Miracles (Chapter 5).

Meg? will invite Kelly S. to the next board meeting

Status: Completed

5.2. Process Evaluation

All good.

Status: Completed

5.3. Extinguishing the Chalice and Closing Words

Gay closed the meeting with more words from MLK while Tomas extinguished the flame.

Status: Completed

- Ends Interpretation 1.4.4: We care for one another in intergenerational community and connect in fun and fellowship.

First UU Church of Austin

July 12, 2017

- We care for one another in intergenerational community and connect in fun and fellowship.

Interpretation:

We take this to mean that all of us intentionally involve the children, youth, adults, and elders in as much church programming as possible. We teach the children and youth ways to care for others. We reach out to church members when they are ill or struggling.

We realize that connection with one another is richer when, in addition to Sunday morning connections, ministry team connections and social justice project connections, we make connections with one another in the context of parties and just-for-fun events.

Measures:

We have a Care Team who sends cards, arranges for meals, occasionally gives rides, and provides some connection for our elders who can no longer attend regularly.

The children wear nametags and the adults are encouraged to learn their names

We have a “caring fund” which can be used to support members who are in financial difficulties.

We mark special occasions with parties.

Narrative: The church adults and children speak to one another in the hall. The adults know the kids’ names. The children are considered in church plans as much as the adults are. Families know one another, and they are engaged with one another. Those who are ill do not feel forgotten.

Evidence of Progress:

Children and Youth:

The children have been doing “Faith in Action” projects like a Book Drive for People’s Community Clinic and decorating cards for Stewardship thank-you notes. From time to time the older children will do something for the younger ones. They built a blanket fort for the younger ones to play in, and everyone seemed to have a great time.

The children have name tags from our check-in system. They attend worship for the first 15 minutes or so, have a “Time for all ages” story or conversation, and then go to class. We have

intergenerational services every couple of months, where the content is geared to including them in the flow of the service.

For a complete list, see the RE report attached.

The families meet for lunch on the playground on the first Sunday of each month. The children get to have free play time together and the adults get to visit. The Sr. Minister and RE Director attend these lunches in order to connect with the families.

The Youth have begun listening circles, modeled on Chalice Circles, in an effort to increase spiritual content linked with deep listening. The Youth have been invited to be Lay Leaders, they create one worship service a year, and they were invited to participate in our RE Interim starter weekend.

Music:

The children's choirs practice and perform with the adult choir from time to time. The children's choirs are the RE offering for those over first grade age during the first service.

Parties:

RE collaborated with other church groups on the Halloween party and on the Celebration Sunday Stewardship party. In both of these celebrations, the children were included with crafts and games, face painting and costumes. Most recently a new church friend and many new volunteers helped with a Valentine's card decorating party after each service. It was happy and well attended.

The Fellowship team puts together a Volunteer Appreciation party every year to thank our many volunteers.

Adults:

Members who are sick receive cards, phone calls and sometimes visits from the ministers and the Care Team volunteers. These volunteers read the Joys and Sorrows book and write to those who communicate that way. The Sr. Minister gets a "cards report" every few months detailing those who have been sent caring cards. Senior members who can't get to church are visited and kept connected with First UU. This is a new effort, the Senior Ministry, where a group of volunteers are assigned one senior or one couple each, and they make contact a few times a month, visiting and calling.

The Caring Fund is replenished from the Christmas Eve offerings, and goes to members and friends who are struggling financially. People can be helped once every six months, up to about 800.00.

We have a new fund for Religious Education, funded by John and Karen Franks, to help pay for people to take OWL training, RE training, seminary, conferences, and to help pay student intern ministers.

[Last updated on 02/12/2020]

Children and Youth

127 Children and Youth from 71 Families have registered this school year

19 regular volunteer teachers/advisors for Sunday classes, plus occasional substitutes

Sunday Morning Classes - Attendance average (median from September-December)

First Service:

- PreK-Kinder class - 5
- Children's Choir - 8
- Youth Choir - 5

Second Service:

- PreK-Kinder - 7
- 1st-5th Grade class - 8 (we recently discontinued offering a first service class because of low attendance)
- Middle School - 5
- High School - 4
- 8th-9th Grade OWL

Sunday Classes and Groups: All our Sunday classes use curriculum from Soul Matters.

- PreK-K and 1st-5th grade
 - Lesson relates to Story for All Ages; students only have to sit and listen once
 - We maximize the children's active time (drawing, writing, crafting, playing) rather than passive time (listening). We select activities from the Soul Matters curriculum that are the most fun and active.
 - Conor Braman is a paid lead teacher for the PreK-K class and writes the lessons.
 - There is currently no paid lead for 1st-5th. I have been writing the lessons; Jerome Mayoral may be helping me with this soon.
- Middle School
 - Crossing Paths Curriculum from Soul Matters (New!); similar to Neighboring Faiths, explores other religions, including a visit to their place of worship (we have not done this yet)
 - As part of their covenant, we follow the students' lead, allowing them to set the pace and focus. This has been working well, allowing for some deep and interesting discussions and also plenty of time to play games together.
 - Taking their time with the curriculum - they spent two months on Judaism in the fall and began studying Christianity in January.
- High School
 - Discussions inspired by the Soul Matters youth packet
 - Once a month they have student-led worship (New)
 - Once a month after church they stay for a Youth Listening Circle, which uses the discussion prompts from the Chalice Circles (New)
 - Students participate in local rallies in Austin, Houston, and Dallas

- Lock-ins at church three times a year
- Youth Sunday in April
- Natalie Houchins is our new paid Youth Coordinator and is doing a great job!
- Experimenting with a Centers Model
 - Different activities, or “centers,” are set up around the classroom; children self-select
 - Helpful in welcoming a wide range of abilities, interests, and needs, cutting down on the need for teachers to keep kids quiet and well-behaved, and minimizes distractions for students
 - Jules introduced this model to the 1st-5th grade classes last year, and we are now experimenting with using it in PreK-K and Middle School.

Family Ministry

We provide support for families to share faith at home through:

- Weekly Faith Connections email
- Monthly Soulful Home packet (a monthly resource from Soul Matters that shares discussion topics and activities related to the monthly theme)
- Weekly take home handouts for PreK-5th graders

We try to increase parents’ feeling of connection to church through:

- Regular communication about what’s going on (emails and Facebook)
- Providing volunteer opportunities that meet their interests and abilities
- Having family lunches on the first Sunday of each month

Faith in Action

We are partnering with social action initiatives already in place in the church to build more bridges between the adult church community and the kids in RE classes. We ask representatives from the project to visit the classes to share what they’re doing and why.

- October - Book Drive for People’s Community Clinic
- November - Guest at Your Table fundraiser
- December - Donation Drive for Foundation Communities
- February - CROP Hunger Walk - fundraiser and participation in walk on March 1st

Collaboration with other church groups

- Social Action Committee - Faith in Action projects
- Fellowship - collaborated on the Halloween Festival, which also included other church groups that wanted to participate: Pagan Alliance, Alphabet Soup, Stewardship, Social Action volunteers for the People’s Community Clinic, The Board
- Stewardship - students decorated cards and wrote thank you notes for pledges

Volunteers

- Experimenting with providing parents with a broader range of volunteer positions
- Allowing teachers to choose their own levels of responsibility and frequency (once a month vs every week; lead teacher vs support).

Special Events

- Halloween Festival
- Guest Storyteller & Spiral Walk in December
- Intergenerational Valentine-making party
- Easter Egg Hunt

OWL

- Jerome Mayoral is our new paid OWL Coordinator, handling scheduling, registration, and managing materials
- Adult OWL was offered from September-January
- 8th-9th Grade is offered for the whole school year, held during second service
- K-1 will be offered late March-May

Adult RE

Programs organized or led by church staff

- 72 people enrolled in 8 Chalice Circles
- First Sunday Seminars - more topics focused on spiritual practices this spring
- Bible Study with Meg in the fall
- Life & Death Questions series organized by Lee Legault from December - February
- Articles & books about spiritual practices available in foyer

Groups and classes that run themselves

- Book Clubs
- LGBTQ+ Community Heart Circle
- Alphabet Soup
- White Allies
- Racism Unlearning
- Wellspring
- Mindfulness Meditation Group

Paid RE Staff

Kelly Stokes, RE Coordinator
Bear Qolezcua, RE Chaplain
Sarah Summers, RE Assistant
Jerome Mayoral, OWL Coordinator
Natalie Houchins, Youth Coordinator
Conor Braman, PreK-K Lead Teacher
Yolanda Wilson, Child Care Supervisor
4 child care staff members

Ends Interpretation 1.4.5: We embody the principles of Unitarian Universalism and invite people of goodwill to find a spiritual home with us.

First UU Church of Austin

October 9, 2018

Interpretation:

By this we mean that we as individuals will keep the seven Principles in mind and use them as a guide for living at home and at work as well as at church. As a congregation, as well, we will use the Principles as our guide for decisions made as we live into our Mission.

We will invite people to join this church through becoming more visible in the community, through ads and outreach, through livestreaming the services. Since we will have a welcoming space for new folks this year, we will encourage church members to speak about the church and invite friends to come visit.

We will have a staff member who is in charge of membership, who can guide people as they take steps to move from visiting to joining, and then to more meaningful involvement. Our new Transformation Through Service program will provide a more detailed and intentional path for members to find their calling in the church and, through involvement and experience, make it more and more their spiritual home.

We say “people of goodwill” because we have been tasked with making this a safe space, so if a person comes in whose behavior is disruptive, we will go through the steps outlined in the Disruptive Behavior Policy* to keep the church safe.

*attached

Measures:

How many of our members know the seven Principles?

Is our congregation growing in numbers? How many views do our livestreams have? How many ads have we run? Are our visitor numbers increasing?

How many people have been served by the TTS team?

Do we have a staff member whose job it is to run the Membership Team?

Evidence of Progress:

We do have a staff member who runs the Membership program. Volunteers who help include the Visitor Table folks who answer questions, help with name tags and give our information on Sunday mornings. She coordinates the Path to Membership classes, where new people share their spiritual stories, learn UU history, hear how to connect at First UU, and hear about the responsibilities of membership.

Once every couple of years we have a sermon series on the Principles, to call people's attention to them. Now and then we print them in the order of service to remind people what they are. Our children learn songs about the Principles, and they know them better than the adult members do.

We are advertising in the community through Facebook ads, which reached over 13,000 computers, were opened by about 1830 users which took them to our FB page, and the link to our web site was followed by about 436 people. The total cost was 142.95. We have been having good numbers of visitors who Millennial-ish in age. Since our Membership staff member has been out on compassionate leave, we don't have the hard numbers. We are ramping up our Path to Membership classes again now that construction has been over for a while. We do know that we've lost members over the past couple of years. Most losses are due to death or moving away. We have fewer "pledge units," but those who do pledge are increasing their pledges. Nevertheless, we are concerned and hoping that our outreach will make a good difference.

Our livestreams reach, on average, about 400 people during the weeks following the service. They stay archived on the church FB page. One, "Live from Pflugerville," reached about 1200 people.

The Transformation Through Service volunteers continue to interview members about roles they may want to play in the church.

[Last updated on 02/12/20]



DISRUPTIVE BEHAVIOR POLICY

REVISED: APRIL 2019

I: BACKGROUND

First UU strives to be an inclusive community, embracing our differences in beliefs, opinions, and life experiences. So that our community remains strong and vibrant, we are committed to ensuring the safety and well-being of everyone attending our church or participating in a church-sponsored event. Toward this end, we recognize that the safety and well-being of our congregation as a whole must be given priority over the privileges and inclusion of an individual.

II: DEFINITIONS AND SCOPE

The policy applies to all adults while on the First UU campus or at an off-site First UU-sponsored event. We define disruptive behavior to be:

- perceived threats to the physical or emotional safety of any adult or child;
- sexual harassment;
- disruption of church activities;
- a pattern of smaller disruptions which, taken as a whole or cumulatively, can be considered a serious disruption; OR
- diminishment of the church's appeal to its potential or existing membership.

Criminal and violent behaviors are beyond the scope of this policy. In the case of such behaviors, all staff members and congregants have the authority and duty to contact the police immediately.

III: CONFIDENTIALITY

Silence empowers the aggressor and often engenders gossip. Due to the types of behaviors that trigger this policy, confidentiality cannot be assumed. Often the aggressor tells their own version of events. Leadership must feel free to speak the truth about these events to the extent that good judgment indicates.

IV: ACTIONS

A disruptive situation can be handled by the senior minister if they are available. However, all staff members and congregants have an interest and responsibility in the response to disruptive behavior. As such, any staff member or congregant who feels capable may handle a disruptive situation in a covenantal manner.

Usually a situation escalates from uncomfortable to disruptive. See Appendix A for examples of disruptive behavior. Make an attempt to diffuse the situation. If the situation continues to escalate, the recommended actions are:

1. Request that the offending party cease the behavior
2. Ask them to leave
3. Contact police or security to calm the situation or remove the offending person

If the senior minister does not handle the situation, the person who did so shall leave the senior minister a message immediately, followed by a detailed report within 24 hours. The initial message can be email, text, or voice mail. The report may be written or sent by email.

If the offending party is not a member or friend of our congregation, the matter is considered closed. If the offending party is a member or friend of our congregation, immediate action is taken per the Disruptive Behavior Policy. As follow-up, it is recommended that the senior minister and the board president follow the Serious Covenant Breach Policy.

APPENDIX A:

Here are a few examples of disruptive behavior:

- perceived threats to safety: a rowdy drunk
- disruption of church activities: white person wanting to join the POC group
- diminishment of appeal: someone panhandling on the church campus
- disruption of church activities: someone on moratorium comes back to church and is asked to leave
- sexual harassment: sexual innuendos

Financial Reports - December 2019 and Fiscal Year 2019

Our draft reports show that we ended the year with \$62,401.08 in net income.

The bookkeeping company has closed the year and conducted the reviews that they do on their end. However, I have not yet done a thorough review.

One church couple pledged \$30,000 for 2020 but paid the entire amount in 2019, and some of the rest of the net income is also likely from folks paying their 2020 pledges early.

It is important to note this because it may result in a net loss in 2020.

First Unitarian Universalist Church of Austin

BALANCE SHEET

18

As of December 31, 2019

	OCT 2019	NOV 2019	DEC 2019
ASSETS			
Current Assets			
Bank Accounts			
1000 Cash & Investments			
1100 Bank	0.00	0.00	0.00
1110 8009-THCU Checking	153,116.47	259,238.29	332,088.47
1120 THCU Savings	384.65	384.65	384.65
1130 THCU Money Market	0.00	0.00	0.00
1140 THCU CDs	0.00	0.00	0.00
1150 UFCU Savings	5.00	5.00	5.00
1160 RBank Debt Service 676	56,757.78	56,764.54	56,772.01
1170 RBank Construction 668	152,918.87	160,490.17	151,721.86
Total 1100 Bank	363,182.77	476,882.65	540,971.99
1300 Annuity 2014 **No Activity**	0.00	0.00	0.00
1400 Petty Cash			
1410 Religious Ed PC 1	200.00	200.00	200.00
Total 1400 Petty Cash	200.00	200.00	200.00
Total 1000 Cash & Investments	363,382.77	477,082.65	541,171.99
1072 Bill.com Money Out Clearing	720.85	684.27	-827.94
1250 UU Common Endowment Accounts			
1251 UUCEF Permanent Endowment Acct.	241,261.77	245,125.32	251,215.28
1252 UUCEF Mixed Investment Account	327,761.75	340,435.74	455,074.96
1253 UUCEF Murr Music Account	68,033.58	69,123.07	70,840.38
1254 UUCEF Education	215,808.10	219,264.04	224,711.49
Total 1250 UU Common Endowment Accounts	852,865.20	873,948.17	1,001,842.11
Ask	0.00	0.00	0.00
Ask Payroll	0.00	0.00	0.00
Total Bank Accounts	\$1,216,968.82	\$1,351,715.09	\$1,542,186.16
Accounts Receivable			
11000 Accounts Receivable	-100.00	-100.00	-100.00
Total Accounts Receivable	\$ -100.00	\$ -100.00	\$ -100.00
Other Current Assets			
12000 Undeposited Funds	0.00	0.00	0.00
12200 Temp. Holding for UUACE Funds	0.00	0.00	0.00
12300 Deferred prior year donations	0.00	0.00	0.00
12400 Payment Reconciliation	20,356.51	15,974.91	20,447.82
12410 Cash/Checks	0.00	0.00	0.00
12420 VANCO - CC/Merchants	0.00	0.00	0.00
12430 VANCO - ACH	0.00	0.00	0.00
12440 Modern	0.00	0.00	0.00
Total 12400 Payment Reconciliation	20,356.51	15,974.91	20,447.82
2120 Payroll Asset	0.00	0.00	0.00
Prepaid Expenses	1,778.00	889.00	0.00

	OCT 2019	NOV 2019	DEC 2019
Total Other Current Assets	\$22,134.51	\$16,863.91	\$20,447.82
Total Current Assets	\$1,239,003.33	\$1,368,479.00	\$1,562,533.98
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
Total 1500 Fixed Assets	4,573,199.53	4,573,199.53	4,573,199.53
Total Fixed Assets	\$4,573,199.53	\$4,573,199.53	\$4,573,199.53
TOTAL ASSETS	\$5,812,202.86	\$5,941,678.53	\$6,135,733.51
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
20000 Accounts Payable	4,188.41	25,017.52	18,753.86
Total Accounts Payable	\$4,188.41	\$25,017.52	\$18,753.86
Credit Cards			
...3115 M. Barnhouse	76.78	76.78	76.78
...3123 K. Cornell	0.00	0.00	0.00
...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	1,993.74	3,098.77	0.00
Total Credit Cards	\$3,187.64	\$4,292.67	\$1,193.90
Other Current Liabilities			
2000 Liabilities	0.00	0.00	0.00
2110 Direct Deposit Liabilities	0.00	0.00	15,261.39
2200 Security Deposits	0.00	0.00	0.00
2400 Payroll Liabilities	0.00	0.00	2,917.55
2401 Fed W/H	0.00	0.00	0.00
2402 Social Security	0.00	0.00	0.00
2403 Medicare	0.00	0.00	0.00
2404 403(b) Pension	0.00	0.00	0.00
2405 Health Care Payable	0.00	0.00	0.00
2406 Dental Payable	0.00	0.00	0.00
2499 End of Year Payroll Liability	0.00	0.00	0.00
Total 2400 Payroll Liabilities	0.00	0.00	2,917.55
2500 Sales Tax Payable	0.00	0.00	0.00
Total 2000 Liabilities	0.00	0.00	18,178.94
2415 Accrued payroll	20,239.18	21,930.19	4,128.27
Sales Tax Agency Payable	0.00	0.00	0.00
Total Other Current Liabilities	\$20,239.18	\$21,930.19	\$22,307.21
Total Current Liabilities	\$27,615.23	\$51,240.38	\$42,254.97
Long-Term Liabilities			
2600 RBank Loan 400470000	1,245,496.88	1,236,003.11	1,226,509.34
Total Long-Term Liabilities	\$1,245,496.88	\$1,236,003.11	\$1,226,509.34
Total Liabilities	\$1,273,112.11	\$1,287,243.49	\$1,268,764.31
Equity			

	OCT 2019	NOV 2019	DEC 2019
3000 Opening Balance Equity	0.00	0.00	0.00
3001 Fixed Assets - Equity	4,572,325.00	4,572,325.00	4,572,325.00
3100 Restricted Funds			
3200 Cong. Restricted Funds			
3220 Permanent Endowment Fund	238,750.97	238,750.97	238,750.97
3240 Savings Fund	385,862.56	406,945.53	534,839.47
3260 Murr Music Fund	94,528.72	94,528.72	94,528.72
3280 Education Fund	212,471.33	212,471.33	212,471.33
Total 3200 Cong. Restricted Funds	931,613.58	952,696.55	1,080,590.49
3400 Temporarily Restricted Funds	-7,943.65	-7,943.65	-7,943.65
3405 Long Range Fund	0.00	0.00	0.00
3410 Capital Campaign Fund	-1,065,659.08	-1,039,451.08	-1,001,663.06
3415 Paradox Players Fund	9,386.98	9,386.98	9,386.98
3420 Religious Education Fund	0.00	0.00	0.00
3421 Chalice Circles	608.08	608.08	608.08
3422 No Longer in use CampUU/Hogwarts Fund	100.00	100.00	600.00
3423 F.R.E.D.	396.10	396.10	396.10
3424 Junior High Fund	1,093.69	1,093.69	1,093.69
3426 Senior High Fund	10,612.59	10,612.59	10,612.59
3428 Adult RE Fund	0.97	0.97	0.97
3429 Children's RE Fund	230.76	230.76	230.76
3431 AntiracismMulticulturalism Fund	0.00	0.00	0.00
3432 Education and Benevolence Fund	0.00	0.00	0.00
Total 3420 Religious Education Fund	13,042.19	13,042.19	13,542.19
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
Total 3450 Music Fund	2,205.43	2,205.43	2,205.43
3460 Bookstore Fund	1,219.71	1,219.71	1,219.71
3470 Facility Fund	0.00	0.00	0.00
3472 Emergency & Maintenance Fund	0.00	0.00	0.00
Total 3470 Facility Fund	0.00	0.00	0.00
3480 Flowers Fund	50.00	100.00	100.00
3570 Living Our Mission Fund	81,840.86	130,672.80	128,672.80
3575 DoMCo Fund-Dir of Mbrship/Comm	0.00	0.00	0.00
3580 Justice Fund	12,383.44	19,808.68	19,808.68
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	140.00	140.00	200.00
Total 3400 Temporarily Restricted Funds	-942,978.92	-860,463.74	-824,115.72
Total 3100 Restricted Funds	-11,365.34	92,232.81	256,474.77
3900 Unrestricted Net Assets	-24,231.65	-24,231.65	-24,231.65
Net Income	2,362.74	14,108.88	62,401.08
Total Equity	\$4,539,090.75	\$4,654,435.04	\$4,866,969.20
TOTAL LIABILITIES AND EQUITY	\$5,812,202.86	\$5,941,678.53	\$6,135,733.51

First Unitarian Universalist Church of Austin

PROFIT AND LOSS

December 2019

21

	TOTAL
Income	
4000 Unrestricted Income	
4100 Contributions	
4110 Pledge	96,330.78
4120 Sunday Plate	6,428.72
4190 Other Gifts	11,218.94
Total 4100 Contributions	113,978.44
4200 Rental	13,295.26
Total 4000 Unrestricted Income	127,273.70
4900 Other Income	
4910 Interest and Dividends	77.43
4930 Paradox Players	1,749.00
4940 Special fundraiser - Auction	131.09
4960 Special Plate	475.00
Total 4900 Other Income	2,432.52
Total Income	\$129,706.22
GROSS PROFIT	\$129,706.22
Expenses	
6000 Events and Min. Teams Expenses	1,697.01
6100 Ministry Support	3,897.50
6200 Supplies & Materials	953.44
6300 Repairs and Upkeep	6,111.28
6400 In house services	2,028.90
6420 Communications, Data & Tech	2,662.30
6500 Fees, Dues, Training, Travel	726.90
6600 Employee Expenses	52,540.47
6700 Charitable Contributions	4,297.08
6800 Contract and Consulting	1,874.99
6900 Banking Expenses and Fees	987.98
7000 Faith Development Expenses	667.50
7100 Ministry Teams	2,968.67
Total Expenses	\$81,414.02
NET OPERATING INCOME	\$48,292.20
NET INCOME	\$48,292.20

First Unitarian Universalist Church of Austin

PROFIT AND LOSS

22

January - December 2019

	TOTAL
Income	
4000 Unrestricted Income	
4100 Contributions	
4110 Pledge	756,506.09
4120 Sunday Plate	36,642.70
4190 Other Gifts	31,120.92
Total 4100 Contributions	824,269.71
4200 Rental	97,350.52
Total 4000 Unrestricted Income	921,620.23
4900 Other Income	
4910 Interest and Dividends	756.04
4920 Wake Now Our Vision	43,339.33
4930 Paradox Players	9,570.30
4940 Special fundraiser - Auction	15,272.58
4960 Special Plate	11,649.98
4970 Hogwarts/Camp UU	12,950.00
4980 Income from Committees	
4982 Forum	16.00
4984 Gallery	44.09
4986 Other	230.00
Total 4980 Income from Committees	290.09
Total 4900 Other Income	93,828.32
Total Income	\$1,015,448.55
GROSS PROFIT	\$1,015,448.55
Expenses	
6000 Events and Min. Teams Expenses	29,249.02
6100 Ministry Support	19,983.97
6200 Supplies & Materials	27,684.32
6300 Repairs and Upkeep	77,222.24
6400 In house services	11,751.68
6420 Communications, Data & Tech	33,161.45
6500 Fees, Dues, Training, Travel	21,933.79
6600 Employee Expenses	676,121.95
6700 Charitable Contributions	30,192.08
6800 Contract and Consulting	26,124.29
6900 Banking Expenses and Fees	14,071.72
7000 Faith Development Expenses	2,182.56
7100 Ministry Teams	7,955.31
Total Expenses	\$977,634.38
NET OPERATING INCOME	\$37,814.17
Other Income	
9970 Release from Restricted	1,586.91
9980 Tfr. Mixed invest to Operations	23,000.00

	TOTAL
Total Other Income	\$24,586.91
NET OTHER INCOME	\$24,586.91
NET INCOME	\$62,401.08

First Unitarian Universalist Church of Austin

PROFIT AND LOSS COMPARISON

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January - December 2019

	TOTAL	
	JAN - DEC 2019	JAN - DEC 2018 (PY)
Income		
4000 Unrestricted Income		
4100 Contributions		
4110 Pledge	756,506.09	737,784.58
4120 Sunday Plate	36,642.70	42,047.96
4190 Other Gifts	31,120.92	85,259.22
4195 Contributions - Other		3,203.11
Total 4100 Contributions	824,269.71	868,294.87
4200 Rental	97,350.52	23,527.74
Total 4000 Unrestricted Income	921,620.23	891,822.61
4900 Other Income		3,215.97
4910 Interest and Dividends	756.04	2,112.25
4920 Wake Now Our Vision	43,339.33	
4930 Paradox Players	9,570.30	
4940 Special fundraiser - Auction	15,272.58	2,647.00
4950 Recurring Event		2,901.85
4960 Special Plate	11,649.98	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	44.09	
4986 Other	230.00	2,490.37
Total 4980 Income from Committees	290.09	2,602.50
Total 4900 Other Income	93,828.32	27,645.93
Total Income	\$1,015,448.55	\$919,468.54
GROSS PROFIT	\$1,015,448.55	\$919,468.54
Expenses		
6000 Events and Min. Teams Expenses	29,249.02	26,954.61
6100 Ministry Support	19,983.97	21,685.38
6200 Supplies & Materials	27,684.32	25,538.34
6300 Repairs and Upkeep	77,222.24	63,643.07
6400 In house services	11,751.68	12,292.86
6420 Communications, Data & Tech	33,161.45	24,060.03
6500 Fees, Dues, Training, Travel	21,933.79	26,015.23
6600 Employee Expenses	676,121.95	697,837.57
6700 Charitable Contributions	30,192.08	25,306.10
6800 Contract and Consulting	26,124.29	12,553.08
6900 Banking Expenses and Fees	14,071.72	13,098.18
7000 Faith Development Expenses	2,182.56	
7100 Ministry Teams	7,955.31	
9000 Miscellaneous Expenses		17,380.89
Total Expenses	\$977,634.38	\$966,365.34

	TOTAL	03
	JAN - DEC 2019	JAN - DEC 2018 (PY)
NET OPERATING INCOME	\$37,814.17	\$ -46,896.80
Other Income		
9970 Release from Restricted	1,586.91	29,302.68
9980 Tfr. Mixed invest to Operations	23,000.00	23,000.00
Total Other Income	\$24,586.91	\$52,302.68
Other Expenses		
66900 Reconciliation Discrepancies		0.00
Total Other Expenses	\$0.00	\$0.00
NET OTHER INCOME	\$24,586.91	\$52,302.68
NET INCOME	\$62,401.08	\$5,405.88

First Unitarian Universalist Church of Austin

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BUDGET VS. ACTUALS: FY_2019 - FY19 P&L

January - December 2019

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
4000 Unrestricted Income				
4100 Contributions				
4110 Pledge	756,506.09	722,150.04	34,356.05	104.76 %
4120 Sunday Plate	36,642.70	37,500.00	-857.30	97.71 %
4190 Other Gifts	31,120.92	25,000.00	6,120.92	124.48 %
Total 4100 Contributions	824,269.71	784,650.04	39,619.67	105.05 %
4200 Rental	97,350.52	73,650.00	23,700.52	132.18 %
Total 4000 Unrestricted Income	921,620.23	858,300.04	63,320.19	107.38 %
4900 Other Income				
4910 Interest and Dividends	756.04	2,400.00	-1,643.96	31.50 %
4920 Wake Now Our Vision	43,339.33	45,000.00	-1,660.67	96.31 %
4930 Paradox Players	9,570.30	10,750.00	-1,179.70	89.03 %
4940 Special fundraiser - Auction	15,272.58		15,272.58	
4950 Recurring Event		5,000.04	-5,000.04	
4960 Special Plate	11,649.98	15,000.00	-3,350.02	77.67 %
4970 Hogwarts/Camp UU	12,950.00	6,000.00	6,950.00	215.83 %
4980 Income from Committees				
4982 Forum	16.00	6,036.00	-6,020.00	0.27 %
4984 Gallery	44.09		44.09	
4986 Other	230.00		230.00	
Total 4980 Income from Committees	290.09	6,036.00	-5,745.91	4.81 %
Total 4900 Other Income	93,828.32	90,186.04	3,642.28	104.04 %
Total Income	\$1,015,448.55	\$948,486.08	\$66,962.47	107.06 %
GROSS PROFIT	\$1,015,448.55	\$948,486.08	\$66,962.47	107.06 %
Expenses				
6000 Events and Min. Teams Expenses	29,249.02	17,800.00	11,449.02	164.32 %
6100 Ministry Support	19,983.97	3,900.00	16,083.97	512.41 %
6200 Supplies & Materials	27,684.32	24,950.00	2,734.32	110.96 %
6300 Repairs and Upkeep	77,222.24	63,995.04	13,227.20	120.67 %
6400 In house services	11,751.68	12,500.00	-748.32	94.01 %
6420 Communications, Data & Tech	33,161.45	15,870.00	17,291.45	208.96 %
6500 Fees, Dues, Training, Travel	21,933.79	24,571.00	-2,637.21	89.27 %
6600 Employee Expenses	676,121.95	699,222.00	-23,100.05	96.70 %
6700 Charitable Contributions	30,192.08	37,584.00	-7,391.92	80.33 %
6800 Contract and Consulting	26,124.29	29,000.00	-2,875.71	90.08 %
6900 Banking Expenses and Fees	14,071.72	13,200.00	871.72	106.60 %
7000 Faith Development Expenses	2,182.56	5,525.00	-3,342.44	39.50 %
7100 Ministry Teams	7,955.31	39,263.00	-31,307.69	20.26 %
Total Expenses	\$977,634.38	\$987,380.04	\$-9,745.66	99.01 %
NET OPERATING INCOME	\$37,814.17	\$-38,893.96	\$76,708.13	-97.22 %

	TOTAL			05
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Other Income				
9970 Release from Restricted	1,586.91		1,586.91	
9980 Tfr. Mixed invest to Operations	23,000.00	23,000.00	0.00	100.00 %
9990 MURR Transfer		1,500.00	-1,500.00	
Total Other Income	\$24,586.91	\$24,500.00	\$86.91	100.35 %
NET OTHER INCOME	\$24,586.91	\$24,500.00	\$86.91	100.35 %
NET INCOME	\$62,401.08	\$ -14,393.96	\$76,795.04	-433.52 %

Monthly Program Development Report

First Unitarian Universalist Church of Austin

January 2020

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January was a challenging month with the many bookkeeping and end of year reporting requirements we have each year and with our congregational administrator having to be out. I am pleased to report that both Shannon and the baby are doing well.

White Allies/Anti-Racism Work

- We continued providing Racism Unlearning Circles in January and the allies and POC continued their common read.

Interfaith and Wider UU Work

- I continued mentoring a UU Minister in preliminary fellowship.
- I continued mentoring a Meadville Lombard seminary student.
- I participated in our RE interim session led by facilitators from the UUA Southern region.

Finances & Data

- We have not closed December 2019 yet as we are auditing some year-end data. We hope to have this complete in the next few days, after which I will send the financial reports through the end of December.

Stewardship

- We exceed our pledge goal for the stewardship campaign and have continued to have a few additional pledges come in even after the beginning of 2020.

Facility & Hardware

- Nothing new to report.

Staff

- We hired Caden Campbell as our new office assistant. Caden is working a few additional hours while Shannon has to limit her hours. He will work 10 hours per week once Shannon is back full-time.

Membership

- Nothing new to report. There is new member class coming up at which we expect to have some folks who have been attending regularly join as full members.

1. I think our church has already started to embrace the 8th principle and that we should add our voices to support BLUU and promote adoption of the 8th principle in a well-worded format (shorter and more succinct than the current statement) by the UUA.

As I reflect on my exposure to anti-racism concepts, works, learning and personal growth in this area, it is all directly because of my membership at First UU.

I come to First UU because I am nourished spiritually by the sermons and services and to build community and have the opportunity to form relationships with people of different experiences, backgrounds and age and I greatly value these friendships. This religious community (First UU), our religious professionals (Meg, Chris & also Bear, Shannon, Kelly, Brent, Katrina, etc), and the UUA should lead us, call us, sometimes make us uncomfortable as we learn and grow into being better humans.

It seems natural that First Church UU of Austin should support the 8th principle as have already adopted it as part of our mission. We are living in the midst of another wave of the civil rights movement in our country. Let's be on the right side – the side of love.

Can share

2. Why explicitly refer to racism? Doesn't all oppression cover all of the above?

Can share

3. The grammar of it seems awkward (the colon [?] in particular) but I agree with everything it says.

Can share

4. I'm glad we're moving ahead to endorse this 8th principle. I hope we'll start embracing more diversity w/in our congregation & truly embrace MLK's Beloved Community. Thank you.

5. Stating our belief in our desire to accept all people is a way to remind us daily. It ferments in our mind and becomes a formal way to define our beliefs. Efforts to be more accepting must happen so all of humanity can live truly as one and end hatred and pain.

6. I support the "8th Principle" and its adoption now by FUUCA. While I think the "8th Principle" is somewhat of the other 7 principles, I find or believe that such other Principles have not attained the desired outcomes with respect to dismantle racism. WE MUST DO MORE! I don't know what different actions we can do but we need to start searching for them.

Can share

7. Yes! Prejudice is part of being human. It is a product of how our brains work. We make "pre-judgments" putting things into categories quickly, as a survival tool. Sometimes we do this in ways that are not helpful. We have to recognize the negative impact, the errors of this, while still gently knowing the humanity of doing it. We broaden our categories, fine tune our

reactions, honestly own our ability to make mistakes and hold ourselves to a higher level of understanding ourselves and others.

Can share

8. I feel that the 8th principle is a great addition to the others & by amending who we are as a congregation that believes in the power of humanity. The power to see one another as person, to work to heal hurts and to fight against new ones happening so that white supremacy becomes only a memory.

Can share

9. Sounds fine to me.

Can share

10. Shorten to we will dismantle racism.

11. Adopting this principle shines a light on race at UU. It gives us explicit permission to have hard conversations about how we (myself included) are perpetuating systems & structures that promote white supremacy. It gives me [another] space that invites me explicitly to reflect on my thoughts and & actions and consider what role race plays in my life.

Can share.

12. While our First Principle states our commitment to honor the worth & dignity of all humans, the word "racism" is not mentioned. Perhaps the 8th Principle is need in addition to the 1st principle. The we could say: "Give that racism is the most vile of all social ill, that it is an abomination; that it is intolerable and unacceptable, UUs vow to end racism in all its forms.

Can share

13. If Jesus & his teachings were promoted more cultures would be drawn to this church. Jesus is universal!

Sing all kinds of music! Music is universal too!

14. Adopt the 8th principle.

Reconsider the other 7.

Can share

15. I think adopting the 8th principle is essential for our church. The other principles are not explicit about accepting oppressed people of color and shamefully ignore action to dismantle racism in society, culture, governmental and even home. I hope that we could have more leaders in our church who hail from this community which may help our church grow more diverse members.

Can share

16. We think that having a more diverse community in this church would be wonderful and absolutely what this church embodies, in reading the website there is a strong invitation for those that are gay, it could be great for that same feeling of welcome be there for all – race, religion etc.

If the general assembly doesn't ratify this change immediately then this congregation should do so as possible.

17. As a person of color, I believe that adopting the 8th principle is great movement towards the future. This would definitely be against the step in the white direction that this congregation often need. We can continue to be inclusive by facing against those agencies that wish to hinder us.

OK to share

18. I would like to see FUUCA adopt the 8th principle. I understand there are some congregations who are having trouble integrating these ideas into their spiritual pactices, AKA some resistance to recognizing the privilege white members have experienced unconsciously until now. If such resistance is found in our church, I hope we can meet it gracefully and gratiously for the opportunity to start the difficult conversations of dismantling white supremacy.

OK to share

19. Thoughts: This requires action > Actions I wish to take:

- Step outside of my comfort zone and engage with all communities, be from the heart
- Speak up when I hear hate and ignorance, from a place of understanding and love
- To me, spiritual wholeness means going to both light and dark places of mind, body & soul

OK to share

20. I support FUUCA adopting the 8th principle now, not wait on UUA adoption. I supportin UUA adopting the 8th principle in the next two GA.

21. Let's adopt it in our church now! Let's encourage our delegates to GA to vote for it. This will make us and our world better.

OK to share.

22. As a person who has benefitted tremendously from white privilege (at least financially) I would like to learn more about how I can divert some of that privilege toward people of color without encumbering those resources with my own world view.

23. Yes please do! It is time that we isolate race and recognize white privilege in how that impacts the making of our Beloved Community. Let us at a local level train more Beyond Diversity CCAR advocates and affiliates.

Can share.

24. Let us support the 8th principle in the UUA and adopt it immediately in our church. It should not be comfortable; it should challenge us to grow.

Can share.

25. I agree with the spirit of the proposed 8th principle but its way too wordy. It really needs to be boiled down to something that doesn't need footnotes to understand, kind of like our mission statement. I would not vote for it in its present form. We can do better.

Can share.

26. Please adopt the 8th principle even ahead of the GA's vote. By adopting this principle, I think our focus within the community at large comes into better focus. Personally, the adoption of this principle will help me be more accountable as a white woman of privilege. I strive to be an advocate in my daily life, but the additional reminder here only helps when I maneuver through this affluent city. I count on UU to help keep me plugged into the needs of others.

Can share.

27. Love it's based on MLK works, hopes and dreams. We rise. Furthering with 8th!

I wish, desire, that we could move faster integrating. I understand the long legacy of Black Congregation's Church affording an important, powerful place where our brothers and sisters could be themselves and be safe. So we can't, as a group, visit back and forth in doing so impinging. I look to the power of love. Tenderness helps.

28. I want us to adopt the 8th principle. I will continue reading books like "How to be Antiracist" and participating/organizing discussions where we can ask how we personally and institutionally can make changes. We would bring an equity anti-racist lens to all aspects of church-composition of groups and esp. leadership, funding of church activities, are they targeted to 8th principle, sermon topics, food choices, music. Church would do church wide anti-racist training in self reflection, RE program materials. It would be transformational!!

Ok to share.

29. The thought is right-way too wordy. One cannot embrace the meaning.

But to do this we have to go out and Prothetize to become a multicultural community. I say reject this until the language is clearer.

30. I believe the proposed 8th principle is an essential visible statement of our collective commitment to equity for all. However, it must be a living statement to achieve its promise. It won't be enough to "check the box" and keep going on as we are now. I call on the church leadership to be an active part of this process.

OK to share.

31. While I support the message the proposed 8th principle is too long. It would have more impact if it was shorter, 8 words or less. Or alternatively, modify one of the 7 principles to include mention of race and cultural origin.
32. I strongly believe 1st UU need to continue work of bringing consciousness to everyone of White Privilege – To that end, I appreciate moments on Sunday when Meg gives examples – I do like the 8th Principle. But it's way too wordy!
OK to share.
33. For now: It's too long.
Ok to share.
34. I support adoption of the 8th principle. My concern is how the outreach will occur, will we be able to welcome, include and invite people of color without being the "white savior" vibe. How can we include POC or....
Ok to share.
35. One one hand, this seems like a vital addition. (Full disclosure: I'm not an official UU member- this is my 5th time here). My immediate questions are what actional could/would be taken to achieve it? As it, it seems we need more racial inclusion in order to know how to achieve more racial inclusion. But I agree this is a vital addition & growth path for the congregational integrity.
36. I am in agreement as it is presented here.
Ok to share.
37. Wordsmithed to: Affirm and promote: The journey towards spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions.
38. Worsdsmithed to: Covenant, affirm and promote: The journey towards spiritual wholeness to build a diverse multicultural Beloved Community.
39. The section "and other oppressions" should be specified including ableism (mental and physical) & ageism & classism. Otherwise, members of these groups remain invisible.
Ok to share.
40. We already have this in our principles. Don't need. This is too wordy.
41. Transforming our own families.
42. My first thought is that it is too long. Further, specifying results, lessens the strategic nature of what I would expect a "principle" to be. I think some of the "Beloved Community" ideas may belong in "End Statements." In general, I accept the concerns expressed and recognize the need to do better.
Ok to share.
43. At first reading, I thought it could end after Beloved Community. But after reading it again, I think the part about dismantling racism is essential. I support adopting it for our church and for our denomination. While being accepting is key, it is not sufficient for the broad cultural changes we need as a society at large. As a white woman, I recognize the privilege my skin color affords me. We must work together to dismantle this. It will be uncomfortable but the only way to do it is to name it and then hold ourselves accountable. I say amen to this principle.
P.S. My favorite definition of integrity is when the tongue in your mouth and the tongue in your shoe go in the same direction.
OK to share

44. I support adopting the 8th Principle at First UU and within the national association. We would need to change by intentionally welcoming POC and making space for them to share their POVs. We would need to reflect as a community about the obstacles in place to prevent POC from feeling welcome and take steps to dismantle them.
OK to share.
45. The proposed principle would cause me to be more mindful of where we as a church and I as a member have agency to promote and accept changes necessary to build the beloved community. But the question for us and for me is: What does that look like? What is the how of it? I look forward to being part of the solution rather than the problem.
OK to share.
46. This principle is beautiful and essential. My whiteness perhaps wants to edit the language for some redundancy to make it easier to recall and repeat.
The moment for Beloved Community in our services is a very good way to reach the largest audience. Obviously, more is needed.
Can we explore ways to address the Beloved Community at the ministry team level where much of church life beyond Sundays takes place.
Ok to share.
47. I agree that it should be adopted. In order to live the 8th principle I need to deepen my commitment to enact change to help others and self listen and open our hearts to the global community near and far.
Ok to share.
48. I am in support of adding this principle. As Chris nicely stated, It is implicit in other principles but should be explicit. However, I do think that in doing so, we need to live it. I believe this would mean we should reach out to those communities both within and outside of our walls to see what these principles mean to them and what would make them feel welcome.
49. I fully support the 8th principle. I think that one big thing to help us meet and live the principle would be to establish a POC committee/advisory board that would inform the UU how best to help this community (as we're talking about a very diverse group of people). Ideally members who identify as POC would be the ones nominating this committee. As a white person, I don't feel like I know what would be best for "outreach" or making a member of different race/ethnicity feel welcome. I would like to be welcoming, more inclusive and this is something I should work on in my personal life as well. The 8th principle being amongst the others would definitely cause me to reflect on it more often. Which, I hope, would lead me to taking more action as a white ally.
OK to share.
50. All in favor of diversity. Sounds good.
51. It feels like our work, and we need to focus on (like a laser) is to "accountably dismantle racism." When we put all the other stuff, build community...beloved community" we are putting the cart before the horse. We water the importance of the "dismantling" work, which is hard and painful down. If we this work, the community will evolve.
OK to share.
52. The proposed 8th Principle is about race, in America, right now. While that is something each congregation should be working on, it's too narrow to be a founding principle our entire global faith. I would accept something about "dismantling all systems of oppression, in ourselves and

our institutions.” The kyriarchy is real and we could have a Principle about that. But as worded, this one is too narrow.

OK to share.

53. We need this statement to inspire the changes we all need to make.

OK to share.

54. Like it.

OK to share.

55. I support the adoption of the proposed 8th principle by the UU and I support its adoption by this congregation, should the UUA not choose to adopt it at this time. I believe that this congregation already abides by the spirit of the proposed 8th principle and that little would change should it be adopted by this congregation, but nevertheless I feel that officially adopting it is an important step in this congregation’s mission. I do feel that this congregation could possibly do a better job at expanding the diversity of background and lived experiences of our congregants and making our existing diversity more visible, but I do not have any suggestions on how this might be accomplished.

OK to share.

56. Please put this at First UU. We need the work of building beloved community as we rebuild the congregation and inclusive RE for all ages.

OK to share.

57. To preface: I am not a member of this church and this is only my 4th or 5th time attending in the last 10 years or so. I’ve been a practicing UU for 20 years and attended SKSM where part of the core curriculum is framed around educating to build just & sustainable communities. It seems to me that if this is how we are training our leaders, adopting the 8th principle is IMPERATIVE. How do we build a just community/world without holding ourselves accountable to dismantle racism and other oppressions in ourselves and institutions. Yes, this implied in the other 7 principles and in our general ethos. But this is not enough. We MUST be explicitly anti-racist. I am a person of color who just sat in a service who saw almost no one who looks like me. We must ask ourselves, “How do we build diverse, multicultural community without naming it as a priority?”

* Also, as I was writing this, a member of your church (a white man) just said, “There is no such thing as race. I wish we would just stop talking about it.”

58. Great idea! Could use reformatting.

59. I think this is an important goal but/and I think its too limited and specific for a basic principal. I’d much prefer to use “covenant to affirm and promote journeying towards spiritual wholeness by working to...dismantle oppression in ourselves and others” without the mention of racism (since it isn’t the only one---unless we get a principal for sexism, able-ism, heteronormativity, etc.)

Ok to share.

60. Yes, we should do this. But, but, but what does it mean that we specifically call out racism, and other, intersectional biases that keep us from achieving The Beloved Community? Specifically, misogyny/sexism, and arguably other isms. What do we say by not including those? Is it possible or practical to include them? I honor “Black Lives Matter”; don’t want to suggest “All Lives Matter” – how to reconcile.

TL/DR: Are we dismantling “white supremacy” or “white male supremacy”?

OK to share.

61. So many oppressions. Why name one and group the others together. Would reword “dismantle oppressions.” Cut out “racism and other” Next step might be saying “racism is the first oppression we need to dive into.”
Ok to share.
62. I endorse this new principle. I hope to see that our leadership will be diverse due to this change. My question is how does the Church plan on implementing this new principal?
Ok to share.
63. A diverse multicultural Beloved Community requires us to “stay in the conversation” no matter how difficult it may be.
We need to commit to going beyond gathering input w/out commentary and open ourselves to dialog and conversation over time.
Conversations about race etc are difficult to impossible but may work eventually if they are ongoing in a safe space.
64. The statement is overly complex and could be simplified.
65. I am all for dismantling racism. I do think it is important for white people to remember that people of color who have spent the week in white dominated spaces may prefer to be among their own people on Sunday morning and not get frustrated if we don’t achieve as much diversity as we would like.
Ok to share.
66. I do believe it is important to articulate this as a principle for UUA, as in the Beloved moment, because it isn’t something we would do naturally, otherwise. First UU is committed to this principle, which I strongly support. But the principle is too complex and long to be easily understood. Please simplify to fit in with the other principles.
67. Is there some reason it can’t just be “Working to build a diverse, multicultural Beloved Community by accountably dismantling racism and other oppressions ion ourselves and our institutions”?
Covers so much, but (slightly) more straightforward. A paragraph taking up most of the list is less likely to be added to lists/memorized/etc.
OK to share.
68. (Received by Tomas via email) The 8th principle makes explicit what is implicit in the other seven principles. In other words, for different reasons many UUsers have not lived up to the first seven and, consequently, something more is needed. It is a call to action, to actively work to destruct the various forms of racism in our culture. This, however, will not happen by just adopting the new principle. This alone will not happen unless folks are aware of the issues, aware of their own biases, and aware of systemic nature of racism and how it permeates our institutions. In addition, they must also know what to do? In short, for the intent of the 8th principle to become reality, the adoption must be accompanied by appropriate enlightenment about all of these. Otherwise, the most likely outcome is that there will be a limited amount of progress but it will fall way short of the hope for this principle.

Proposed Policy for Adopting a Congregational Public Position - Overview

	Policy Subcommittee's Recommendations
Where does it fit in policy documents?	<p><i>Bylaws: Outline methods and commitments to adopt a congregational public position</i></p> <p><i>Board policies updated to stipulate:</i> <i>- Executive limitation not to oppose the public position</i></p>
What types of issues does it cover?	<p><i>A resolution on an issue of moral or social concern, provided that it:</i></p> <ol style="list-style-type: none"> <i>1) addresses a single issue,</i> <i>2) clearly states a proposed position of the Church,</i> <i>3) the proposed position advances the mission and ends of the Church as stated in the Board Policies; and</i> <i>4) does not endorse a political candidate or party, or otherwise conflict with our non-profit status.</i>
Two Pathways for Adopting a Congregational Public Position:	
1) Time-sensitive Board resolution	<p><i>A board resolution is used in limited circumstances, only when:</i></p> <ol style="list-style-type: none"> <i>a) the proposed position is time sensitive, and</i> <i>b) the Board determines it is a position that would be supported by the congregation based on the history of the congregation and more education and discussion on the issue would not be necessary</i> <p><i>To be adopted, time-sensitive resolutions require a <u>unanimous</u> vote by the Board.</i></p>
2) Congregationally-adopted resolution	<p><i>Who initiates the resolution? (Two options)</i></p> <p><i><u>Option 1 - Board/Executive-initiated:</u></i> <i>The Board or Executive can initiate a resolution if the Board votes on a proposed resolution and approves it by a majority.</i></p> <p><i><u>Option 2 - Congregation-initiated:</u></i> <i>A congregation-initiated petition can be authored by a member of the congregation or a recognized committee/sub-group, and must then acquire signatures of support from at least 10% of the members of the congregation.</i></p> <p><i>The signed petition shall then be submitted to the Board of Trustees which is charged solely with determining whether the proposed resolution meets the minimum criteria for a Congregational public position.</i></p> <p><i>Process prior to a vote (both options):</i> <i>The sponsors of the resolution must then arrange for at least one forum to inform the Congregation and to provide an opportunity for discussion about the proposed resolution.</i></p> <p><i>Voting requirements for adoption (both options):</i></p>

	<p><i>Sponsors may revise the resolution based on congregational feedback, however, for a congregation-initiated resolution, any changes must be reviewed and voted on by the Board to determine that it still meets the minimum criteria in order to move to a congregational vote.</i></p> <p><i>The resolution must then be considered and voted on at a meeting of the Congregation. To adopt the resolution requires a vote of two-thirds of the members present and voting at the meeting of the Congregation. A written ballot must be used if it is requested by any member.</i></p>
<p>What happens after a resolution is adopted?</p>	<p><i>Under policy-based governance, the Executive will determine the appropriate follow-up action with regards to the congregational public position (pursuant to the Executive limitation to not oppose the public position).</i></p>

Adopting a Congregational Public Position: Potential Pathways and Options

Summary of Options

1



*Time Sensitive
Board Resolution*

Resolution adopted with unanimous vote by the Board

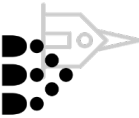
2a



*Board/Executive Initiated
Resolution*

Approved by Board with a majority

2a



*Congregation
Initiated
Resolution*

Petition with at least 10% of support from congregation

Board review to ensure petition meets minimum criteria



Forum discussion to inform the congregation

Further edits & review/vote by Board (*optional*)

Resolution adopted with 2/3rds majority vote at a congregation meeting

Note: Upon adoption, details of the public position will be communicated to the congregation through appropriate forums (i.e. email newsletter, FUUCA website, Sunday service, etc.)

Petition/Resolution Template

Statement of Proposed Public Position

<A brief statement of the proposed petition/resolution on an issue of moral or social concern>

Description of Proposed Public Position

<Additional description of the proposed petition/resolution with commentary on why this is a good time for the FUUCA congregation to consider this position and the expected benefits or impacts of adopting the same>

Evidence of Congregational Support

