

MEETING AGENDA - FUUCA Board of Trustees

Meeting

Meeting Date	Tuesday, July 21, 2020
Start Time	6:30 PM
End Time	8:30 PM (CST)
Location	https://zoom.us/my/firstuuaustin
Purpose	Regular scheduled meeting

RSVP

Accepted:	Rob Hirschfeld, Chris Jimmerson, Nesan Lawrence, Elias Ponvert, Kelly Raley, Kristen Ray, Dave Riehl, Toni Wegner
Regrets:	Sarah Matt
No response:	Meg Barnhouse, Leena Batra, Leo Collas, Sadie Lambert, Shannon Posern

Meeting documents

- 2.1 Treatment of Congregants, Friends and Visitors rev 7-2020.pdf
- Program Development Report June 2020.pdf
- May2020financialstatement.pdf
- Minutes-2020-06-16-v1.pdf

Agenda

1. Coming Back into Covenant

1.1. Chalice Lighting and Opening Words / 2 min.

1.2. Reading of Board Covenant / 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 / 2 min.

1.4. Approve Agenda and Consent Agenda / 2 min.

Please see the attached documents for the consent agenda

2. Connecting with our Moral Ownership

2.1. Visitor's Forum / 10 min.

We welcome Carrie Holley-Hunt from the Social Action Committee

2.2. Recognition of Church Volunteers and Staff / 10 min.

2.3. Moment with Chris Chris Jimmerson / 10 min.

2.4. Speaking with one voice: Next steps Elias Ponvert / 10 min.

At the congressional meeting, the resolution to amend the bylaws to enable the church to adopt positions of public record was tabled. Let's discuss next steps, how do we want to move this process forward

2.5. Discussion of the climate change resolution Elias Ponvert / 10 min.

From our May meeting minutes:

Nelie Edens and Cynthia Lesky joined us for a conversation about climate change resolution. The open question is whether the church would adopt a position in support of this resolution.

We will discuss this again at our next meeting in June.

Adoption of the bylaws resolution to adopt positions of public record was tabled at the May congregational meeting, so we may table this discussion to a later date, possibly depending on the outcome of 2.4

3. Monitoring our Progress

3.1. Policy Committee Dave Riehl / 10 min.

3.2. Monitoring Committee Kelly Raley / 10 min.

3.3. Linkage Committee Nesan Lawrence / 10 min.

3.4. Board Engagement Committee Leo Collas / 10 min.

4. Learning & Creating the Future

4.1. My Grandmother's Hands discussion Kelly Raley / 20 min.

Discussion of Chapters 1 and 2

5. Adjourn

5.1. Action Items / 5 min.

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



- Readings
- Timekeeper
- Process Evaluator
- Snacks

5.2. Process Evaluation

/ 2 min.

5.3. Extinguishing the Chalice and Closing Words

/ 2 min.

MEETING MINUTES - FUUCA Board of Trustees

Meeting

Date	Tuesday, June 16, 2020
Started	6:30 PM
Ended	8:30 PM (CST)
Location	Zoom
Purpose	Regular scheduled meeting
Chaired by	Elias Ponvert
Recorder	Elias Ponvert

Approval

Minutes approved on: Not yet approved

Attendance

Present:	Meg Barnhouse, Leena Batra, Leo Collas, Rob Hirschfeld, Chris Jimmerson, Sadie Lambert, Nesan Lawrence, Elias Ponvert, Kelly Raley, Kristen Ray, Dave Riehl, Toni Wegner
Regrets:	Sarah Matt
Absent:	Shannon Posern
Invited guests:	Lee Legault

Meeting documents

- April2020financialreports.pdf
- Program Development Report May 2020.pdf
- 2.8 Communication and Support of the Board rev 06-2020.pdf
- Minutes-2020-05-19-v1.pdf

Minutes

1. Coming Back into Covenant

1.1. Chalice Lighting and Opening Words

Leo leading opening words

Leo provided a reading from James Baldwin's book, "No Name on the Street", published in 1972.

Excerpt:

“Well, if one really wishes to know how justice is administered in a country, one does not question the policemen, the lawyers, the judges, or the protected members of the middle class. One goes to the unprotected—those, precisely, who need the law’s protection most!—and listens to their testimony. Ask any Mexican, any Puerto Rican, any black man, any poor person—ask the wretched how they fare in the halls of justice, and then you will know, not whether or not the country is just, but whether or not it has any love for justice, or any concept of it. It is certain, in any case, that ignorance, allied with power, is the most ferocious enemy justice can have.”

■
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.

Elias read the board covenant.

Status: Completed

1.3. Confirm Timekeeper and Process Evaluator

From May meeting:

- Timekeeper: Nesan
- Process evaluator: Sadie

Both confirmed

Status: Completed

1.4. Approve Agenda and Consent Agenda

Elias motion to make the following changes to the agenda:

- Decrease the time allotted to Sec. 2.1 (Visitor's forum) from 10 minutes to 5 minutes
- Table the discussion in Sec. 2.4 until our July meeting
- Add the Limitations Discussion 2.8 (Sec. 2.5 of the agenda) to the consent agenda
- Table Sec. 3.5 indefinitely
- Finally, extend the time allotted for Sec 4 -- Learning and creating the future -- to one hour, to serve as a continuation of our board retreat with Laura

Seconded: Rob

Passed by unanimous consent

Status: Completed

2. Connecting with our Moral Ownership

2.1. Visitor's Forum

No visitors present. Skipped any check ins with ourselves.

Status: Completed

2.2. Recognition of Church Volunteers and Staff

We will need to appoint a new Thank You card writer

Kristen volunteered to be Board Thank You Card Czar. Yay Kristen!

Thanks:

- (Sadie) Nominating committee
 - Tom Johnson, Maria Pearson, Valerie Sterne, others (Rev Chris will confirm membership)
- (Leo) The story for all ages volunteers.
- (ACTION ITEM) Leo to get contacts to Kristen
- (Chris) Welcome back to Shannon
- (Meg) New lights in the sanctuary
 - Brian Moore, Chris & Wayne, Mary Jane Ford, Sharron, Kara & John Franks, Ann & Bill Edwards.
(Kristen to confirm with Meg)
- Video editors - Bear for the service, Katrina for music video editing, Brent for music audio editing. Decided to thank them at a later date, we thanked them last month

Status: Completed

2.3. Moment with Meg

- Probably will not reopen sanctuary to services before January, depending on a couple things. Guidance from the city, county, state. Is the Governor's Mansion reopening?
- Caden is there three days a week
- We're keeping the A/C on, albeit pretty high, to get rid of mold
- There is a nationwide conversation going on about when & how to reopen, and how to meet our congregation members' needs
- Continuing to do pastoral care over Zoom. Lee has been calling to check in with members of the congregation
- Question: Are you getting calls about when we'll reopen? Answer: No, but Caden (i.e. the main number) is
- Q: When is the school planning to come back? A: They do not have plans to, yet. We're still drawing rent from them, but it's been reduced
- Bummer about the Hogwarts summer camp.
- We did have one OWL meeting on the church grounds, outside. Other than that there have been no committee or group meetings
- Kelly needs to reduce her hours, though, with emphasis, is still happy and not planning to leave. We are looking to hire part time help to allow her to do so
- Wildflower has a new minister, Sarah Stochko. From Philadelphia, more recently in Eugene
- Q: Virtual GA? How to become a delegate? A: Chris can make you a delegate
- Starr King will be having a fundraising breakfast on Thursday of GA -- Kiya is the star!
- Q: How's Alirio. A: Summary follow-up on current status of ASN

Status: Completed

2.4. Speaking with one voice: Next steps

At the congressional meeting, the resolution to amend the bylaws to enable the church to adopt positions of public record was tabled. Let's discuss next steps, how do we want to move this process forward

Tabled to July by motion in 1.4

Status: Deferred until 7/21/2020

2.5. Limitations Discussion 2.8 – Communication and Support of the Board

Moved to consent agenda by motion in 1.4

Status: Completed

- 2.8 Communication and Support of the Board rev 06-2020.pdf
-

3. Monitoring our Progress

3.1. Policy Committee

We need to appoint chair and members of the Policy Committee

- No report
- Postponing appointing new committee until we conclude our retreat

Status: Deferred until 7/21/2020

3.2. Monitoring Committee

We need to appoint chair and members of the Monitoring committee

- Postponing appointing new committee until we conclude our retreat
- (Kelly) We do need to publish the report of the congregational survey to the general body. Matt wrote a summary article, Sadie had an excellent presentation at the congregational meeting. But we have never released the full report. We should.

Kelly motion:

- Direct Kelly to incorporate the content provided by Nathan Walter on the Net Promoter Score (NPS) and upload to mycommittee
- Direct the full board to review the report and raise any objections to data therein, if applicable, by next Tuesday (June 23)
- Direct Sadie to pass the report on the Bear to publish in the appropriate channels thereafter

Second: Leo

Pass by unanimous consent

(ACTION ITEM)

Status: Completed

3.3. Linkage Committee

We need to appoint chair and members of the linkage committee

- No report
- Postponing appointing new committee until we conclude our retreat

Status: Deferred until 7/21/2020

3.4. Governance Committee

We need to appoint chair and members of the governance committee

- No report
- Postponing appointing new committee until we conclude our retreat
- Also, in 2018-2019 we had a governance committee, in 2019-2020 we decided not to. Let's revisit this in the remaining retreat sessions

Status: Deferred until 7/21/2020

3.5. Board email list

Straw poll: Does anyone object if I create a Google group email list for Board communications?

Deferred per motion in 1.4. Elias will follow up by email.

Status: Parked

4. Learning & Creating the Future

4.1. Selecting our material for 2020-2021

As we begin a new Board year, we adopt a reading to be the centerpiece of our Learning and Creating the Future discussions. Let's discuss and decide on that.

(Elias) This should have been its own agenda item, but we need to appoint our board secretary and treasurer.

- Toni volunteers to serve as board secretary
- Leo volunteers to serve as board treasurer

Retreat discussion in separate notes

(ACTION ITEM) Elias to propose next retreat meeting time

Proposals (from email):

- *How to Be an Antiracist* by Ibram X. Kendi
- <https://www.goodreads.com/book/show/40265832-how-to-be-an-antiracist>
- *Been in the Storm So Long: A Meditation Manual*, edited by Mark D. Morrison-Reed and Jacqui James
- https://www.goodreads.com/book/show/1599962.Been_in_the_Storm_So_Long
- *My Grandmother's Hands: Racialized Trauma and the Mending of Our Bodies and Hearts* by Resmaa Menakem
- <https://www.goodreads.com/book/show/34146782-my-grandmother-s-hands>
- *One Person, No Vote: How Voter Suppression Is Destroying Our Democracy* by Carol Anderson
- <https://www.bookpeople.com/book/9781635571394>
- Also, good suggestions on BookPeople "Creating an Antiracist Community" list
- <https://www.bookpeople.com/creating-antiracist-community-resources>

Discussion centered on *My Grandmother's Hands* and *One Person, No Vote*.

(ACTION ITEM) Board members to look into these, be ready to discuss at our next retreat meeting

Status: Deferred until 6/23/2020

5. Adjourn

5.1. Action Items

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

- Readings
- Timekeeper
- Process Evaluator
- Snacks

Action items

- Kelly post the congregational survey report
- All board review it before next Tuesday
- Leena send 8th principle survey content to Toni
- Elias propose time for next retreat
- All board members reflect on books for discussion
- Kristen get First UU cardstock & write TYs

Assigned roles for July board meeting:

- Readings: Kelly
- Timekeeper: Sadie
- Evaluation: Rob

Status: Completed

5.2. Process Evaluation

Sadie:

- Needs improvement:
 - Challenging to have meeting before retreat was complete (Elias)
 - Elias forgot agenda item for treasurer & secretary
- Super:
 - Maintaining distinction between board and staff
 - Collective decision making

Status: Completed

5.3. Extinguishing the Chalice and Closing Words

The second reading was from Dr. Marlon Johnson, a professor at the Seminary of the Southwest, published in June of 2020.

Excerpt:

"This cultural ache is the reverberation of my ancestor's blood shrieking in anguish that their great great grandchild still sees the painful images of injustice that they hoped I would never see. This torture rattles me to know that my experience isn't individual but collective. It is one that I share with Black, Latinx, Asian, and Indigenous students, staff, and community members who do not need much of an imagination to see themselves being the next big headline. They learn and listen within a system that would rather them be voiceless and martyred, than empowered and elevated for the sake of social change."

Adjourn by unanimous consent

Status: Completed

Limitations Report 2.1 – Treatment of Congregants, Friends and Visitors

First UU Church of Austin
July 14, 2020

2.1 With respect to interactions with members, friends and visitors of the church the Senior Minister shall not allow conditions, procedures, or decisions that are unsafe, disrespectful, unnecessarily intrusive, or that fail to provide appropriate confidentiality and privacy.

The interpretation of the above section occurs in the details below.

2.1.1 Violate the confidentiality of congregant pledge information, except as required by congregants of the Finance and Canvass Committees to carry out their responsibilities.

Interpretation:

The senior minister will take all standard measures to safeguard private congregant pledge information.

Specifically, that means that such data stored electronically shall have high security standards to minimize the risk of data theft or misuse. Data stored as hard copy shall be kept in a secure area with access restricted to those with a legitimate need to access it.

Measures:

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

Rationale for the Measures:

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

Evidence of Compliance – The Data

I report compliance.

Only a bare minimum of staff and congregants have access to congregant giving and pledge information.

- Only three staff have full access to giving and pledge information, Chris Jimmerson, Minister for Program Development, our contract bookkeeper and Shannon Posern, Congregational Administrator, because it is a part of their essential job functions.
- For canvass each year, staff does the data entry of pledge data.

- Pledges from new members are received by the Congregational Administrator, then entered in the database.
- Pledge cards, once received by the office, are stored under lock and key at the church.
- Pledge cards are destroyed after two years.
- Hard copies of automatic payment information are destroyed after we are sure the payments are processing properly. The automatic payment information is entered into the system by the Congregational Administrator or church members themselves into a secure, online system.
- For the capital campaign, we also limit access to pledge information to those with a need to know.

2.1.2 Fail to provide a reasonable level of safety, upkeep, access and functionality for the facilities.

Interpretation:

We take this to mean that the building and grounds will be kept in good repair, and that access will be considered in all changes made to the property. Functionality both in the objects furnishing the building and the arrangement of those objects will be a topic of attention for staff.

Measures:

1. Reporting, in this limitations report or otherwise, by the executive.
2. Regular safety inspection by our insurance company.

Rationale for the Measures:

1. This report provides an appropriate venue for the executive to confirm or deny compliance with this limitation.
2. Our insurance company, Church Mutual, provides a free safety inspection on request. This third-party, professional review has a high level of credibility and objectivity.

Evidence of Compliance – The Data

I report compliance.

During the past few years, we have improved the safety, upkeep, access, and functionality of the facility, especially with the newly completed renovations.

We continue to provide electronic monitoring of the doors and motion sensors, through a security company while the building is closed.

In early 2020, Church Mutual, our insurance company did a safety inspection, after which they gave us a few recommendations. We took action on most of the recommendations until the Covid-19 pandemic forced us to close the building. We will take up the rest of them when we are back in the building.

2.1.3 Fail to maintain and enforce procedures to ensure the safety of congregants and children while at the Church or at Church functions.

Interpretation:

We take this to mean that we will have a Safe Congregations Policy delineating training for RE personnel. We will have a Covenant of Right Relations and a Disruptive Person Policy that will be used to ensure that people attending services and other church functions will feel as safe as possible emotionally and physically.

The policies will include enforcement procedures.

Measures:

1. Documentation of said covenant and policies.
2. Reports regarding safety and descriptions of how incidents are handled.

Rationale for the Measures:

1. Documentation provides direct evidence of the existence of procedures.
2. Reports demonstrate whether or not the procedures have been effectively enforced.

Evidence of Compliance – The Data

I report compliance.

Our Safe Congregations Policy is part of the training of RE personnel. Our Disruptive Behavior Policy is thorough. The Board of Trustees has a procedure by which it deals with complaints about breeches of Board policy. We also have a breach of covenant policy and have a church-wide incident report included within the safety policy.

2.1.4. Fail to establish, publicize and follow written policies for processing congregant grievances and suggestions.

Interpretation:

We shall have a written procedure for processing congregant grievances and suggestions. It shall be made public in such a way that any reasonable person would be able to find and understand them with minimal effort. Said procedure will be followed.

Measures:

1. Documentation of said procedure.
2. Reporting, in this limitations report or otherwise, by the executive regarding the publicizing of said procedure and its implementation.

Rationale for the Measures:

1. Documentation provides direct evidence of the existence of procedures.

2. This report provides an appropriate venue for the executive to confirm or deny compliance with this limitation.

Evidence of Compliance – The Data

I report compliance.

We wrote and posted a complaint/grievances policy and it is posted on an easily findable page on our website.

2.1.5. Fail to maintain a process to address serious breach of covenant.

Interpretation:

We shall have and implement a process to deal with serious breach of covenant.

Measures:

1. Documentation of said procedure.
2. Reporting, in this limitations report or otherwise, by the executive regarding the procedure's implementation.

Rationale for the Measures:

1. Documentation provides direct evidence of the existence of procedures.
2. The executive, directly or indirectly, has responsibility for the implementation of this process and would be most familiar with the outcomes.

Evidence of Compliance – The Data

I report compliance.

I report compliance. As mentioned above, we have a Serious Breach of Covenant Policy, which applies to members only, as well as a Disruptive Behavior Policy. Both are available on the church web site (see the links below).

Appendices: Our church safety policy, the complaint/conflict resolution (grievance) procedure, our disruptive behaviors policy and our covenant breaches policy are all available on the church website by clicking "Governance Documents" under the "Governance" pull down menu that appears at the top of each page on our website.

The direct link is: <http://austinuu.org/wp2013/governance/church-policy/>

Last Updated July 14, 2020

Financial Reports

I am attaching the May financial reports. I sent some questions to the accounting firm about some expenses on the profit and loss statement that I think are probably capital campaign expenses which are causing a slight net loss. I will also talk more about accounting for depreciation at the board meeting, which the church had not been doing and which is creating an unbudgeted for expense but does not actually effect our cash flow.

First Unitarian Universalist Church of Austin
Balance Sheet
As of May 31, 2020

	Mar 2020	Apr 2020	May 2020
ASSETS			
Current Assets			
Bank Accounts			
1000 Cash & Investments		0.00	0.00
1100 Bank	0.00	0.00	0.00
1110 8009-THCU Checking	294,893.66	362,457.20	378,407.58
1120 THCU Savings	384.65	384.65	0.00
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	0.00
1160 RBank Debt Service 676	56,793.24	177,144.16	135,309.90
1170 RBank Construction 668	253,619.42	244,155.98	234,690.41
Total 1100 Bank	\$ 605,695.97	\$ 784,146.99	\$ 748,407.89
1300 Annuity 2014 **No Activity**	0.00	0.00	0.00
1400 Petty Cash		0.00	0.00
1410 Religious Ed PC 1	200.00	200.00	200.00
Total 1400 Petty Cash	\$ 200.00	\$ 200.00	\$ 200.00
Total 1000 Cash & Investments	\$ 605,895.97	\$ 784,346.99	\$ 748,607.89
1072 Bill.com Money Out Clearing	779.13	753.13	1,125.69
1250 UU Common Endowment Accounts		0.00	0.00
1251 UUCEF Permanent Endowment Acct.	214,580.73	228,976.81	236,867.88
1252 UUCEF Mixed Investment Account	317,644.09	314,411.57	325,246.92
1253 UUCEF Murr Music Account	60,509.78	64,569.34	66,794.55
1254 UUCEF Education	363,763.62	388,168.28	401,545.45
1255 Unrealized (Gain)/Loss on Investments	42,471.43	-21,030.46	-56,601.87
Total 1250 UU Common Endowment Accounts	\$ 998,969.65	\$ 975,095.54	\$ 973,852.93
Ask	0.00	0.00	0.00
Ask Payroll	0.00	0.00	0.00

Total Bank Accounts	\$ 1,605,644.75	\$ 1,760,195.66	\$ 1,723,586.51
Accounts Receivable			
11000 Accounts Receivable	0.00	0.00	0.00
Total Accounts Receivable	\$ 0.00	\$ 0.00	\$ 0.00
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	33,222.22	33,222.22	33,222.22
12410 Cash/Checks	-85.00	686.22	-842.30
12420 VANCO - CC/Merchants	17,215.38	22,355.29	24,971.29
12430 VANCO - ACH	-40,185.38	-46,650.29	-46,650.29
12440 Modern	0.00	0.00	0.00
Total 12400 Payment Reconciliation	\$ 10,167.22	\$ 9,613.44	\$ 10,700.92
2120 Payroll Asset	0.00	0.00	0.00
Prepaid Expenses	0.00	0.00	0.00
Total Other Current Assets	\$ 10,167.22	\$ 9,613.44	\$ 10,700.92
Total Current Assets	\$ 1,615,811.97	\$ 1,769,809.10	\$ 1,734,287.43
Fixed Assets			
1500 Fixed Assets		0.00	0.00
1510 Building - at cost	672,232.75	672,232.75	672,232.75
1530 Land - Travis CAD '16 Value	3,772,325.00	3,772,325.00	3,772,325.00
1540 Furniture & Equipment	127,767.25	127,767.25	127,767.25
1590 Accumulated Depreciation	-375,907.58	-377,774.89	-379,642.20
Total 1500 Fixed Assets	\$ 4,196,417.42	\$ 4,194,550.11	\$ 4,192,682.80
Total Fixed Assets	\$ 4,196,417.42	\$ 4,194,550.11	\$ 4,192,682.80
TOTAL ASSETS	\$ 5,812,229.39	\$ 5,964,359.21	\$ 5,926,970.23
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
20000 Accounts Payable	25,710.57	15,946.39	5,760.19
Total Accounts Payable	\$ 25,710.57	\$ 15,946.39	\$ 5,760.19

Credit Cards				
...3115 M. Barnhouse	0.00		0.00	0.00
...3123 K. Cornell	0.00		0.00	0.00
...5136 S. Posern	0.00		0.00	0.00
2010 ...3081 C. Jimmerson	5,805.78		8,326.48	903.63
Total Credit Cards	\$ 5,805.78	\$	8,326.48	\$ 903.63
Other Current Liabilities				
2000 Liabilities	0.00		0.00	0.00
2110 Direct Deposit Liabilities	0.00		0.00	0.00
2200 Security Deposits	0.00		0.00	0.00
2400 Payroll Liabilities	0.00		0.00	0.00
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	\$ 0.00
2500 Sales Tax Payable	0.00		0.00	0.00
Total 2000 Liabilities	\$ 0.00	\$	0.00	\$ 0.00
2415 Accrued payroll	0.00		0.00	0.00
2610 PPP Loan			140,800.00	140,800.00
Sales Tax Agency Payable	0.00		0.00	0.00
Total Other Current Liabilities	\$ 0.00	\$	140,800.00	\$ 140,800.00
Total Current Liabilities	\$ 31,516.35	\$	165,072.87	\$ 147,463.82
Long-Term Liabilities				
2600 RBank Loan 400470000	1,216,086.68		1,215,568.70	1,333,844.93
Total Long-Term Liabilities	\$ 1,216,086.68	\$	1,215,568.70	\$ 1,333,844.93
Total Liabilities	\$ 1,247,603.03	\$	1,380,641.57	\$ 1,481,308.75
Equity				
3000 Opening Balance Equity	0.00		0.00	0.00
3001 Fixed Assets - Equity	4,572,325.00		4,572,325.00	4,572,325.00

3100 Restricted Funds			0.00	0.00
3200 Cong. Restricted Funds			0.00	0.00
3220 Permanent Endowment Fund	238,750.97	238,750.97	238,750.97	238,750.97
3240 Savings Fund	534,839.47	534,839.47	534,839.47	534,839.47
3260 Murr Music Fund	98,782.63	98,782.63	98,782.63	98,782.63
3280 Education Fund	212,471.33	212,471.33	212,471.33	212,471.33
Total 3200 Cong. Restricted Funds	\$ 1,084,844.40	\$ 1,084,844.40	\$ 1,084,844.40	\$ 1,084,844.40
3400 Temporarily Restricted Funds	-7,943.65	-7,943.65	-7,943.65	-7,943.65
3405 Long Range Fund	0.00	0.00	0.00	0.00
3410 Capital Campaign Fund	-932,139.67	-929,050.75	-1,044,123.23	-1,044,123.23
3415 Paradox Players Fund	9,386.98	9,386.98	9,386.98	9,386.98
3420 Religious Education Fund	0.00	0.00	0.00	0.00
3421 Chalice Circles	608.08	608.08	608.08	608.08
3422 No Longer in use CampUU/Hogwarts				
Fund	1,000.00	1,000.00	1,000.00	1,000.00
3423 F.R.E.D.	396.10	396.10	396.10	396.10
3424 Junior High Fund	1,093.69	1,093.69	1,093.69	1,093.69
3426 Senior High Fund	10,612.59	10,612.59	10,612.59	10,612.59
3428 Adult RE Fund	0.97	0.97	0.97	0.97
3429 Children's RE Fund	230.76	230.76	230.76	230.76
3431 AntiracismMulticulturalism Fund	0.00	0.00	0.00	0.00
3432 Education and Benevolence Fund	0.00	0.00	0.00	0.00
Total 3420 Religious Education Fund	\$ 13,942.19	\$ 13,942.19	\$ 13,942.19	\$ 13,942.19
3440 Caring Fund	4,769.48	4,169.48	4,169.48	4,169.48
3450 Music Fund	0.00	0.00	0.00	0.00
3452 Children's Choir Fund	1,110.00	1,110.00	1,110.00	1,110.00
3456 Music Other Fund	1,095.43	1,095.43	1,095.43	1,095.43
Total 3450 Music Fund	\$ 2,205.43	\$ 2,205.43	\$ 2,205.43	\$ 2,205.43
3460 Bookstore Fund	1,261.71	1,261.71	1,261.71	1,261.71
3470 Facility Fund	0.00	0.00	0.00	0.00
3472 Emergency & Maintenance Fund	0.00	0.00	0.00	0.00
Total 3470 Facility Fund	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
3480 Flowers Fund	275.00	275.00	275.00	275.00

3560 WNOV Fund	3,423.15	3,423.15	3,423.15
3570 Living Our Mission Fund	128,672.80	128,672.80	128,672.80
3575 DoMCo Fund-Dir of Mbrship/Comm	0.00	0.00	0.00
3580 Justice Fund	16,658.53	16,658.53	16,658.53
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	205.00	205.00	405.09
Total 3400 Temporarily Restricted Funds	-\$ 754,497.33	-\$ 752,008.41	-\$ 866,880.80
Total 3100 Restricted Funds	\$ 330,347.07	\$ 332,835.99	\$ 217,963.60
3900 Unrestricted Net Assets	-334,423.85	-334,423.85	-334,423.85
Net Income	-3,621.86	12,980.50	-10,203.27
Total Equity	\$ 4,564,626.36	\$ 4,583,717.64	\$ 4,445,661.48
TOTAL LIABILITIES AND EQUITY	\$ 5,812,229.39	\$ 5,964,359.21	\$ 5,926,970.23

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First Unitarian Universalist Church of Austin

PROFIT AND LOSS

May 2020

	TOTAL
Income	
4000 Unrestricted Income	
4100 Contributions	
4110 Pledge	48,146.89
4120 Sunday Plate	1,842.50
4190 Other Gifts	70.43
Total 4100 Contributions	50,059.82
4200 Rental	7,778.00
Total 4000 Unrestricted Income	57,837.82
4900 Other Income	804.25
4910 Interest and Dividends	127.43
4970 Hogwarts/Camp UU	-400.00
Total 4900 Other Income	531.68
Total Income	\$58,369.50
GROSS PROFIT	\$58,369.50
Expenses	
6000 Events and Min. Teams Expenses	-164.56
6100 Ministry Support	1,120.00
6200 Supplies & Materials	1,240.68
6300 Repairs and Upkeep	7,890.16
6400 In house services	999.48
6420 Communications, Data & Tech	1,985.94
6500 Fees, Dues, Training, Travel	7,466.99
6600 Employee Expenses	53,081.09
6900 Banking Expenses and Fees	7,922.49
7000 Faith Development Expenses	11.00
Total Expenses	\$81,553.27
NET OPERATING INCOME	\$ -23,183.77
NET INCOME	\$ -23,183.77

First Unitarian Universalist Church of Austin

PROFIT AND LOSS COMPARISON

January - May, 2020

	TOTAL	
	JAN - MAY, 2020	JAN - MAY, 2019 (PY)
Income		
4000 Unrestricted Income		
4100 Contributions		
4110 Pledge	281,676.21	314,348.24
4120 Sunday Plate	15,353.23	16,527.49
4190 Other Gifts	54,313.79	12,509.98
Total 4100 Contributions	351,343.23	343,385.71
4200 Rental	39,185.55	17,036.86
Total 4000 Unrestricted Income	390,528.78	360,422.57
4900 Other Income	804.25	
4910 Interest and Dividends	571.66	301.80
4920 Wake Now Our Vision	40,000.00	
4930 Paradox Players	2,490.10	5,475.30
4940 Special fundraiser - Auction	55.97	3,876.82
4960 Special Plate	1,219.76	5,405.05
4970 Hogwarts/Camp UU	2,350.00	10,300.00
4980 Income from Committees		
4982 Forum		11.00
4986 Other	355.00	50.00
Total 4980 Income from Committees	355.00	61.00
Total 4900 Other Income	47,846.74	25,419.97
Total Income	\$438,375.52	\$385,842.54
GROSS PROFIT	\$438,375.52	\$385,842.54
Expenses		
6000 Events and Min. Teams Expenses	4,703.81	13,519.44
6100 Ministry Support	5,250.74	8,931.22
6200 Supplies & Materials	7,165.01	8,905.36
6300 Repairs and Upkeep	67,517.18	31,185.64
6400 In house services	4,212.02	3,624.10
6420 Communications, Data & Tech	11,934.62	12,898.24
6500 Fees, Dues, Training, Travel	17,116.04	7,741.50
6600 Employee Expenses	263,469.64	296,265.09
6700 Charitable Contributions	15,799.96	11,775.00
6800 Contract and Consulting	8,660.98	10,448.31
6900 Banking Expenses and Fees	41,497.00	5,349.04
7000 Faith Development Expenses	752.79	
7100 Ministry Teams	499.00	547.46
Total Expenses	\$448,578.79	\$411,190.40
NET OPERATING INCOME	\$ -10,203.27	\$ -25,347.86
Other Income		
9980 Tfr. Mixed invest to Operations		23,000.00

First Unitarian Universalist Church of Austin

PROFIT AND LOSS COMPARISON

January - May, 2020

	TOTAL	
	JAN - MAY, 2020	JAN - MAY, 2019 (PY)
Total Other Income	\$0.00	\$23,000.00
NET OTHER INCOME	\$0.00	\$23,000.00
NET INCOME	\$ -10,203.27	\$ -2,347.86

First Unitarian Universalist Church of Austin

BUDGET VS. ACTUALS: FY_2020 - FY20 P&L

January - May, 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
4000 Unrestricted Income				
4100 Contributions				
4110 Pledge	281,676.21	296,437.50	-14,761.29	95.02 %
4120 Sunday Plate	15,353.23	17,083.35	-1,730.12	89.87 %
4190 Other Gifts	54,313.79	11,666.65	42,647.14	465.55 %
Total 4100 Contributions	351,343.23	325,187.50	26,155.73	108.04 %
4200 Rental	39,185.55	52,083.35	-12,897.80	75.24 %
Total 4000 Unrestricted Income	390,528.78	377,270.85	13,257.93	103.51 %
4900 Other Income	804.25		804.25	
4910 Interest and Dividends	571.66	1,000.00	-428.34	57.17 %
4920 Wake Now Our Vision	40,000.00	16,666.65	23,333.35	240.00 %
4930 Paradox Players	2,490.10	4,781.25	-2,291.15	52.08 %
4940 Special fundraiser - Auction	55.97		55.97	
4950 Recurring Event		4,895.85	-4,895.85	
4960 Special Plate	1,219.76	6,509.15	-5,289.39	18.74 %
4970 Hogwarts/Camp UU	2,350.00	2,916.65	-566.65	80.57 %
4980 Income from Committees				
4982 Forum		833.35	-833.35	
4986 Other	355.00		355.00	
Total 4980 Income from Committees	355.00	833.35	-478.35	42.60 %
Total 4900 Other Income	47,846.74	37,602.90	10,243.84	127.24 %
Total Income	\$438,375.52	\$414,873.75	\$23,501.77	105.66 %
GROSS PROFIT	\$438,375.52	\$414,873.75	\$23,501.77	105.66 %
Expenses				
6000 Events and Min. Teams Expenses	4,703.81	9,541.70	-4,837.89	49.30 %
6100 Ministry Support	5,250.74	5,625.00	-374.26	93.35 %
6200 Supplies & Materials	7,165.01	9,125.00	-1,959.99	78.52 %
6300 Repairs and Upkeep	67,517.18	29,102.06	38,415.12	232.00 %
6400 In house services	4,212.02	4,791.65	-579.63	87.90 %
6420 Communications, Data & Tech	11,934.62	10,883.30	1,051.32	109.66 %
6500 Fees, Dues, Training, Travel	17,116.04	12,042.10	5,073.94	142.14 %
6600 Employee Expenses	263,469.64	291,341.95	-27,872.31	90.43 %
6700 Charitable Contributions	15,799.96	15,660.00	139.96	100.89 %
6800 Contract and Consulting	8,660.98	12,083.35	-3,422.37	71.68 %
6900 Banking Expenses and Fees	41,497.00	5,500.00	35,997.00	754.49 %
7000 Faith Development Expenses	752.79	2,305.00	-1,552.21	32.66 %
7100 Ministry Teams	499.00	16,361.20	-15,862.20	3.05 %
Total Expenses	\$448,578.79	\$424,362.31	\$24,216.48	105.71 %
NET OPERATING INCOME	\$ -10,203.27	\$ -9,488.56	\$ -714.71	107.53 %
Other Income				

First Unitarian Universalist Church of Austin

BUDGET VS. ACTUALS: FY_2020 - FY20 P&L

January - May, 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
9980 Tfr. Mixed invest to Operations		9,583.35	-9,583.35	
Total Other Income	\$0.00	\$9,583.35	\$ -9,583.35	0.00%
NET OTHER INCOME	\$0.00	\$9,583.35	\$ -9,583.35	0.00 %
NET INCOME	\$ -10,203.27	\$94.79	\$ -10,298.06	-10,764.08 %

Monthly Program Development Report
First Unitarian Universalist Church of Austin
June 2020

Worship Services

We are continuing to do our worship services online. We are drawing in people for across the country and even from different countries.

Building Closure

Our staff continue to work from home, and the church building is still closed. Caden works from the church office only one day now, but he works from home otherwise. I continue to check on the building and grounds several times each week. Our janitors are coming in periodically.

Church Operations

We continue to do our church meetings and small groups by Zoom. We are also doing our religious education classes via Zoom. Shannon has returned to work (from home) and is investigating a new database system.

Finances

Please the separate financial reports attached.

Membership

No changes.

Warmly,

Chris