

## MEETING AGENDA - FUUCA Board of Trustees

### Meeting

<b>Meeting Date</b>	Tuesday, December 15, 2020
<b>Start Time</b>	6:30 PM
<b>End Time</b>	8:30 PM (CAST)
<b>Location</b>	First UU Zoom
<b>Purpose</b>	Regular scheduled meeting

### RSVP

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

### Meeting documents

### Agenda

## 1. Coming Back into Covenant

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1.1. Chalice Lighting and Opening Words	/ 2 min.
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1.2. Reading of Board Covenant	/ 2 min.
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With the Values, Mission and Ends of First UU Austin foremost in mind, we the leadership do covenant to:

- Treat our time together and board commitments as spiritual practice
  - Work collaboratively to clarify, assess and further our mission.
  - Respect our time together by being focused, prepared and timely.
  - Keep confidentiality when it is requested.
  - Listen actively, address concerns directly with each other in a timely manner, and encourage others to do the same.
  - Presume good faith in all our interactions acknowledging the importance of both intention and impact.
  - Conduct ourselves openly, show compassion, respect boundaries, and enjoy each other's good humor in times of agreement and disagreement.
  - Publicly support one another's decisions and leadership by speaking with one voice at the end of our deliberations.
  - Agree to be called back into covenant.
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1.3. Confirm Timekeeper and Process Evaluator	/ 2 min.
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1.4. Approve Agenda and Consent Agenda	Prior Meeting Minutes - Pages 3-8	/ 2 min.
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- Program Development Report Nov 2020.pdf      Page 17
  - OCT2020financialreports.pdf      10-16
  - Interpretation 1.4.3 2020.pdf      Page 9
-



## 2. Connecting with our Moral Ownership

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### 2.1. Visitor's Forum

Nesan Lawrence / 10 min.

We welcome RE director Kelly Stokes!

### 2.2. Recognition of Church Volunteers and Staff

/ 2 min.

### 2.3. Moment with Meg

Meg Barnhouse / 10 min.

## 3. Monitoring our Progress

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### 3.1. Policy Committee

/ 10 min.

### 3.2. Monitoring Committee

/ 10 min.

### 3.3. Linkage Committee

/ 10 min.

### 3.4. Board Engagement Committee

Sadie Lambert / 10 min.

## 4. Learning & Creating the Future

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### 4.1. My Grandmother's Hands chapters 8 and 9

Rob Hirschfeld

## 5. Adjourn

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### 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

<b>Date</b>	Tuesday, November 17, 2020
<b>Started</b>	6:30 PM
<b>Ended</b>	8:40 PM (CST)
<b>Location</b>	<a href="https://zoom.us/my/firstuuaustin?pwd=dmYweXN1TWtlMFdDZUtaOThvT3FHUT09">https://zoom.us/my/firstuuaustin?pwd=dmYweXN1TWtlMFdDZUtaOThvT3FHUT09</a>
<b>Purpose</b>	Regular scheduled meeting Zoom link: <a href="https://zoom.us/my/firstuuaustin?pwd=dmYweXN1TWtlMFdDZUtaOThvT3FHUT09">https://zoom.us/my/firstuuaustin?pwd=dmYweXN1TWtlMFdDZUtaOThvT3FHUT09</a> Password: 512452 Zoom ID: 940 671 9275 Dial in number (if your Zoom connection isn't working): (346) 248-7799 or (669) 900-6833
<b>Chaired by</b>	Elias Ponvert
<b>Recorder</b>	Toni Wegner

### Attendance

<b>Present:</b>	Meg Barnhouse, Leo Collas, Rob Hirschfeld, Chris Jimmerson, Sadie Lambert, Nesan Lawrence, Elias Ponvert, Kelly Raley, Dave Riehl, Toni Wegner
<b>Regrets:</b>	Leena Batra, Kristen Ray
<b>Absent:</b>	Shannon Posern

### Meeting documents

### Minutes

## 1. Coming Back into Covenant

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### 1.1. Chalice Lighting and Opening Words

Rob read the opening words from Frankenstein, and Elias lit the chalice.

**Status:** Completed

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### 1.2. Reading of Board Covenant

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

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



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

Toni read the Board Covenant.

**Status:** Completed

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### 1.3. Confirm Timekeeper and Process Evaluator

Elias and Toni were confirmed as the timekeeper and process evaluator, respectively.

**Status:** Completed

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### 1.4. Approve Agenda and Consent Agenda

Kelly moved that we accept the agenda and consent agenda. Toni seconded, and there were no objections.

**Status:** Completed

- draftbudgetsummaryforcongregation.pdf
  - FinancialReportSept2020.pdf
  - Minutes-2020-10-20-v1.pdf
  - Program Development Report oct 2020.pdf
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## 2. Connecting with our Moral Ownership

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### 2.1. Visitor's Forum

There were no guests or visitors, so the board did a roundtable check-in.

**Status:** Completed

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### 2.2. Recognition of Church Volunteers and Staff

1. Recognition for the Stewardship Council (based on the completion of the Stewardship Campaign, very close to meeting goal, which is considered very successful in these times). Liz Nielsen deserves recognition as Stewardship Council chair, and David Overton deserves recognition for organizing the phone banks to call those who didn't respond. The rest of the committee should be recognized by email. Toni will send Kristen a list with email addresses.

2. Recognition for Brent and Katrina for the great music videos they've been making for services. They were described as fun and amazing; they have upped their game!

3. Sadie suggested we send a note to the group from the church in Alton, IL who joined us for a recent service (and who Bear made a sign for). Meg said she will try to find out who to contact.

4. Meg mentioned that she had already emailed Kristen to thank Celeste, Lynne Xavier and Laura for their work on the drive-in Halloween.

**Status:** Completed

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### 2.3. Moment with Meg

- Chris and Meg realized they didn't include in the ends report the work involved to move services from in person to online, and they will amend it. We are fulfilling our end of being a leader in the denomination both with our online services and with moving RE online, which many congregations have given up on. Kelly and our teachers are doing a fabulous job.

- Meg is putting a team together in January to think about logistics of reopening and what we might like to do.
- She is also wrestling with groups wanting to meet on church grounds. The guidelines are that participants must stay masked even outside, and only one person is allowed in the building at a time. Meg will check with Church Mutual to make sure there's no liability in allowing groups to meet on campus following the guidelines.
- We are planning a drive-through Christmas pageant and cookie exchange. Children will be filmed in the costume they choose, and the clips will be included in the service.
- With respect to reopening, each congregation is on their own because the circumstances differ. Meg is not getting pressure to open. Our main sticking point is around children, since vaccines haven't been tested on them yet.
- The \$140,000 PPE loan has been forgiven!!!

**Status:** Completed

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## 2.4. Budget discussion

Budget updates from Chris:

- On the budget being proposed for the pre-Congregational meeting, the only change from what we reviewed last month was the adjustment we discussed to Meg's salary increase.
- We have some fiscally conservative church members who may be concerned about our projecting revenues over expenses for 2021. Chris clarified that we're not proposing spending funds we don't have, since we have money in reserves and recently got a legacy gift. The forgiven PPE loan also isn't in the 2021 budget, since it will be recognized this year.
- We got all of the matching funds from Wake Now our Vision, which has been extremely helpful for replacing revenue that has fallen behind.
- The firm we're working with is on board with our projected deficit.

**Status:** Completed

- 20201budgetsummary11-05-2020(1).pdf
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## 2.5. Report on Congregational Town Halls About Positions of Public Record

Nesan and Elias will report on feedback we received from the congregation during open town hall meetings on Sep 27 and Oct 11 about the proposed resolution creating positions of public record

- Elias and Nesan modified the proposed bylaws amendment about the process to make public statements in response to the open meetings. They added the ability to retract a position of public record.
- Elias and Nesan will discuss what to send to Bear for an announcement.
- Rob reminded us that the Middle School group is working on a public statement for the church about bathroom bills.

**Status:** Completed

- Resolution to amend the bylaws to establish positions of public record.pdf
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# 3. Monitoring our Progress

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## 3.1. Monitoring Committee

Monitoring Committee Report - Kelly

- Congregational survey is going OK, 54 responses so far; lots of good feedback.
- The survey will be open through Thanksgiving weekend.
- Survey results will be sent to the Board for review; we should plan to discuss in the December meeting.

Elias - Looked at the Board of Trustees annual calendar and was reminded that the Board takes the lead on Monitoring 4.0 Board Relationship. The Monitoring Committee will meet this month to discuss.

**Status:** Completed

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### 3.2. Monitoring End 1.4.2

Monitoring of End 1.4.2 was discussed. There was a question about Executive Linkage, which involves talking to groups and asking questions. These have been more formal in the past, but due to the circumstances have been more informal this year.

In reference to the guideline to have people uncomfortable 25% of time, this is consistent with our ends that people become resilient with discomfort.

There were no other questions about end 1.4.2.

**Status:** Completed

- 1.4.2 interpretation 2020.pdf
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### 3.3. Policy Committee

David and Rob talked about the proposed bylaw change and suggested changes to the Board policy.

- There were some inconsistencies between the suggested changes to the Board policy and the Rules of Procedure that were distributed for the Pre-Congregational meeting, including whether votes can be taken if we lose quorum during a meeting.
- Since the Rules of Procedure are proposed by the Board before each meeting, it was suggested those be changed instead of making changes to the Board Policies
- The congregation will only vote on the Bylaws change, so it was recommended that Board Policies not be sent out for the Congregational meeting and not be discussed at the Pre-congregational meeting.
- Rob has mixed feelings about not providing more information because people may want more details, but he agreed fully remote meetings may not need more detail.
- The board discussed some concerns about the December meeting including how to identify individual votes when two people are joining through one Zoom account, etc.
- Chris mentioned that because of the pandemic, the horse is out of the barn for remote meetings. We had to just start doing them.
- Elias repeated the suggestion that we consider revising the Rules of Procedure instead of changing the Board Policy, and all agreed that the suggestion makes sense for the December Congregational Meeting.
- David and Rob will work on changes to the Rules of Procedure for the meeting.

**Status:** Completed

- 20201012-FUUCA-Board-Remote-Meetings.docx
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### 3.4. Linkage Committee

Nesan gave the Linkage Committee update

- 6 separate small group sessions were held Nov. 7-14, with 10 participants total; those who participated were already engaged/active members.
- The Committee decided to pause on the small group plan due to poor turnout and to consider how to increase participation.
- Those who participated were really engaged and had great ideas, so some members wanted to see this not pause totally but perhaps continue at a slower rate for now.
- Suggestions included looking at ways to get the word out better, and rethinking the way that groups are created.
- The Linkage Committee will meet and come up with a new proposal.



**Status:** Completed

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### 3.5. Board Engagement Committee

Sadie gave an update for the Board Engagement Committee.

- Little progress to report on a Board anti-racism video. No response back yet from the George Washington Carver museum
- For the holiday event, she proposed submitting an anonymous recipe for a favorite holiday treat to have a different board member cook, and then meeting all together for a virtual tasting. She will follow up with an email.

**Status:** Completed

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## 4. Learning & Creating the Future

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### 4.1. My Grandmother's Hands Chapters 7-8

Discussion of My Grandmother's Hands through chapter 8

Sadie led the discussion of My Grandmother's Hands by asking people to share their thoughts on one of two questions:

- Can you think of a time when you tried to heal trauma by blowing trauma through someone else? How did it feel before, during or after?
- Can you share a target when you were the target of a microaggression? When and how did the even turn ugly, if it did?

The Board took turns sharing their personal stories.

**Status:** Completed

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## 5. Adjourn

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### 5.1. Action Items

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

- Readings
- Timekeeper
- Process Evaluator
- Snacks

Action items:

- Toni to send Kristen info about who to recognize with notes.
- Monitoring committee to huddle to talk about monitoring for the Board/Executive relationship.
- Elias and Nesan to send Bear an announcement for the Pre-Congregational meeting.
- David and Rob to revise the Meeting Rules of Procedure.
- Sadie to send email requesting recipe of favorite holiday treat.

Roles for next month:

- Nesan will do readings.
- Elias will be timekeeper again.
- Dave will do process evaluation.
- Rob will lead my Grandmother's Hands Chapters 8 and 9, to conclude Part 1 of the book.



**Status:** Completed

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## 5.2. Process Evaluation

Toni did the process evaluation. She noted that timing was especially good with Elias as timekeeper, and Sadie did an excellent job giving everyone the opportunity to participate in the book discussion. Previous action items were complete and new action items were identified. Overall, everything was satisfactory.

**Status:** Completed

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## 5.3. Extinguishing the Chalice and Closing Words

Rob read the closing words from To Kill a Mockingbird, when Scout walked away from a bully. Elias extinguished the chalice.

**Status:** Completed

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

First UU Church of Austin December 2020

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

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

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

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

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

Our children spend lots of time on the playground, except in the months of the pandemic. Last year, one of the moms spent the late summer clearing out PI and other undergrowth, so they can now use more of the area. They have been tending gardens in the playground as well, learning to grow things and even sometimes eating what they grew.

This year, we are working with a young man on his Eagle Scout project to make a play/music/rhythm place in the playground so the children can experience that as they play.

Respect and care for the Earth is an element in many of their activities.

Updated Dec. 2020 Meg Barnhouse

## Financial Reports - October 2020

We had reduced revenue in October as well as higher payroll costs due to how our pay periods are set up. resulting in a loss of operating cash flow for the month. However, for the year our cash flow had increased through the end of October. Our PPP loan being forgiven will be reflected in the November financials, and we received a large legacy gift in December, so we should finish 2020 in strong cash flow position.

# FIRST UNITARIAN UNIVERSALIST CHUR

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## BALANCE SHEET As of October 31, 2020

	AUG 2020	SEP 2020	OCT 2020
<b>ASSETS</b>			
Current Assets			
Bank Accounts			
1072 Bill.com Money Out Clearing	-80.00	1,276.33	1,131.33
1110 8009-THCU Checking	460,679.76	554,165.50	485,406.75
1120 RBank Debt Service 676	59,058.97	59,066.25	59,073.53
1130 RBank Construction 668	250,816.85	241,352.99	266,291.64
1140 THCU Money Market	0.00	0.00	0.00
1150 THCU Savings	0.00	0.00	0.00
1160 UFCU Savings	0.00	0.00	0.00
1170 THCU CDs	0.00	0.00	0.00
1189 Petty Cash	200.00	200.00	200.00
1710 UUCEF Permanent Endowment Acct.	260,602.58	256,920.93	255,263.29
1720 UUCEF Mixed Investment Account	357,837.40	352,782.07	350,505.95
1730 UUCEF Murr Music Account	73,487.51	72,449.32	71,981.88
1740 UUCEF Education	441,781.22	435,539.98	427,762.17
1790 Unrealized (Gain)/Loss on Investments	-162,490.35	-147,387.24	-141,158.55
<b>Total Bank Accounts</b>	<b>\$1,741,893.94</b>	<b>\$1,826,366.13</b>	<b>\$1,776,457.99</b>
Accounts Receivable			
1210 Accounts Receivable	0.00	0.00	0.00
<b>Total Accounts Receivable</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
Other Current Assets			
1199 Undeposited Funds	149.75	2,999.75	0.00
1220 VANCO - Payment Reconciliation	2,661.43	2,661.43	-88.57
1230 Cash/Checks	0.00	0.00	0.00
1240 VANCO - ACH/MS	1,745.00	1,310.00	1,200.00
1250 VANCO - ACH	0.00	0.00	0.00
1260 Stripe	667.96	74.75	675.25
1310 Prepaid Expenses	0.00	0.00	0.00
<b>Total Other Current Assets</b>	<b>\$5,224.14</b>	<b>\$7,045.93</b>	<b>\$1,786.68</b>
<b>Total Current Assets</b>	<b>\$1,747,118.08</b>	<b>\$1,833,412.06</b>	<b>\$1,778,244.67</b>
Fixed Assets			
1500 Fixed Assets			
1510 Building	3,810,161.57	3,810,161.57	3,810,161.57
1520 Land	3,772,325.00	3,772,325.00	3,772,325.00
1530 Furniture & Equipment	132,994.25	132,994.25	132,994.25
1590 Accumulated Depreciation	-436,602.19	-447,273.09	-457,943.99
<b>Total 1500 Fixed Assets</b>	<b>7,278,878.63</b>	<b>7,268,207.73</b>	<b>7,257,536.83</b>
<b>Total Fixed Assets</b>	<b>\$7,278,878.63</b>	<b>\$7,268,207.73</b>	<b>\$7,257,536.83</b>
<b>TOTAL ASSETS</b>	<b>\$9,025,996.71</b>	<b>\$9,101,619.79</b>	<b>\$9,035,781.50</b>

# FIRST UNITARIAN UNIVERSALIST CHUR

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## BALANCE SHEET As of October 31, 2020

	AUG 2020	SEP 2020	OCT 2020
<b>LIABILITIES AND EQUITY</b>			
Liabilities			
Current Liabilities			
Accounts Payable			
2110 Accounts Payable	2,121.60	1,590.53	1,018.97
<b>Total Accounts Payable</b>	<b>\$2,121.60</b>	<b>\$1,590.53</b>	<b>\$1,018.97</b>
Credit Cards			
2150 Chase Credit Card 3081	1,672.44	8,709.43	2,931.24
<b>Total Credit Cards</b>	<b>\$1,672.44</b>	<b>\$8,709.43</b>	<b>\$2,931.24</b>
Other Current Liabilities			
2320 Security Deposits	0.00	0.00	0.00
2410 Payroll Liabilities	0.00	0.00	0.00
2450 Sales Tax Payable	0.00	0.00	0.00
2610 PPP Loan	140,800.00	140,800.00	140,800.00
Sales Tax Agency Payable	0.00	0.00	0.00
<b>Total Other Current Liabilities</b>	<b>\$140,800.00</b>	<b>\$140,800.00</b>	<b>\$140,800.00</b>
<b>Total Current Liabilities</b>	<b>\$144,594.04</b>	<b>\$151,099.96</b>	<b>\$144,750.21</b>
Long-Term Liabilities			
2620 Construction Loan	1,320,641.41	1,319,621.79	1,315,899.13
<b>Total Long-Term Liabilities</b>	<b>\$1,320,641.41</b>	<b>\$1,319,621.79</b>	<b>\$1,315,899.13</b>
<b>Total Liabilities</b>	<b>\$1,465,235.45</b>	<b>\$1,470,721.75</b>	<b>\$1,460,649.34</b>
Equity			
3110 Unrestricted Net Assets	92,332.03	92,332.03	92,332.03
3120 Restricted Funds	7,429,514.13	7,429,514.13	7,429,514.13
Opening Balance Equity	0.00	0.00	0.00
Net Income	38,915.10	109,051.88	53,286.00
<b>Total Equity</b>	<b>\$7,560,761.26</b>	<b>\$7,630,898.04</b>	<b>\$7,575,132.16</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$9,025,996.71</b>	<b>\$9,101,619.79</b>	<b>\$9,035,781.50</b>

**FIRST UNITARIAN UNIVERSALIST CHUR**  
**Profit and Loss**  
**October 2020**

	<b>Total</b>
<b>Income</b>	
4100 Earned Revenue	
4130 Rentals Revenue	3,022.00
<b>Total 4100 Earned Revenue</b>	<b>\$ 3,022.00</b>
4200 Contributed Revenue	
4210 Unrestricted Contributions	
4211 Pledge	36,080.13
4212 Sunday Plate	1,127.00
4213 Other Gifts	1,994.81
<b>Total 4210 Unrestricted Contributions</b>	<b>\$ 39,201.94</b>
4220 Restricted Contributions	2,976.86
4221 Special Plate	200.33
<b>Total 4220 Restricted Contributions</b>	<b>\$ 3,177.19</b>
<b>Total 4200 Contributed Revenue</b>	<b>\$ 42,379.13</b>
<b>Total Income</b>	<b>\$ 45,401.13</b>
<b>Gross Profit</b>	<b>\$ 45,401.13</b>
<b>Expenses</b>	
6100 Payroll Expenses	
6110 Salaries & Wages	37,940.21
6140 Employer Portion of Benefits	23,830.51
6150 Employer Portion of Taxes	1,561.57
6180 Other Labor Related Expense	778.18
<b>Total 6100 Payroll Expenses</b>	<b>\$ 64,110.47</b>
6220 Program Expenses	
6221 Meeting Costs	42.17
6223 Supplies	992.56
6225 Travel (Parking, Tolls, and Mileage)	110.00
6226 Professional Development	112.50
6228 Literature & Printed Materials	324.60
6229 Other Program Expenses	7.57
<b>Total 6220 Program Expenses</b>	<b>\$ 1,589.40</b>
6300 Outreach Costs	
6311 Printing	951.88
<b>Total 6300 Outreach Costs</b>	<b>\$ 951.88</b>
6400 Occupancy Costs	
6420 Grounds Upkeep	1,087.08
6430 Security	29.99
6440 Utilities, Phone, & Internet	2,833.78
6460 Repairs & Maintenance	7,438.38
<b>Total 6400 Occupancy Costs</b>	<b>\$ 11,389.23</b>

6610 Office Supplies & Postage		1,113.32
6620 Dues & Membership Fees		34.99
6670 Software Subscriptions		1,880.13
6710 Legal & Professional Fees		2,015.76
6750 Bank Service Charges		950.32
6760 Merchant Processing Fees		837.16
6820 Depreciation Expense		10,670.90
6830 Interest Expense		5,771.11
<b>Total Expenses</b>	<b>\$</b>	<b>101,314.67</b>
<b>Net Operating Income</b>	<b>-\$</b>	<b>55,913.54</b>
<b>Other Income</b>		
4160 Interest and Dividends		147.66
<b>Total Other Income</b>	<b>\$</b>	<b>147.66</b>
<b>Net Other Income</b>	<b>\$</b>	<b>147.66</b>
<b>Net Income</b>	<b>-\$</b>	<b>55,765.88</b>
<b>Non-Operational Cash Expense</b>	<b>\$</b>	<b>10,670.90</b>
<b>Operational Cash Flow Increase or Decrease</b>	<b>\$</b>	<b>(45,094.98)</b>

Saturday, Dec 12, 2020 01:17:25 PM GMT-8 - Accrual Basis

**FIRST UNITARIAN UNIVERSALIST CHUR**  
**Profit and Loss Comparison**  
**January - October, 2020**

	<b>Total</b>	
	<b>Jan - Oct, 2020</b>	<b>Jan - Oct, 2019 (PY)</b>
<b>Income</b>		
4100 Earned Revenue	-389.65	
4110 Event Revenue	55.97	15,019.74
4120 Admissions/Ticket Revenue	3,260.10	21,061.39
4130 Rentals Revenue	50,178.63	68,139.10
4150 Merchandise Sales	42.00	
<b>Total 4100 Earned Revenue</b>	<b>\$ 53,147.05</b>	<b>\$ 104,220.23</b>
4200 Contributed Revenue		
4210 Unrestricted Contributions	40,000.00	43,339.33
4211 Pledge	565,778.12	585,616.72
4212 Sunday Plate	18,835.04	29,375.20
4213 Other Gifts	137,293.88	18,227.48
<b>Total 4210 Unrestricted Contributions</b>	<b>\$ 761,907.04</b>	<b>\$ 676,558.73</b>
4220 Restricted Contributions	177,877.75	
4221 Special Plate	5,781.28	11,149.98
<b>Total 4220 Restricted Contributions</b>	<b>\$ 183,659.03</b>	<b>\$ 11,149.98</b>
<b>Total 4200 Contributed Revenue</b>	<b>\$ 945,566.07</b>	<b>\$ 687,708.71</b>
<b>Total Income</b>	<b>\$ 998,713.12</b>	<b>\$ 791,928.94</b>
<b>Gross Profit</b>	<b>\$ 998,713.12</b>	<b>\$ 791,928.94</b>
<b>Expenses</b>		
6100 Payroll Expenses		
6110 Salaries & Wages	420,363.58	461,086.75
6140 Employer Portion of Benefits	86,221.08	80,859.74
6150 Employer Portion of Taxes	18,240.07	20,988.52
6180 Other Labor Related Expense	6,808.96	6,320.23
6190 Contract Labor		560.00
<b>Total 6100 Payroll Expenses</b>	<b>\$ 531,633.69</b>	<b>\$ 569,815.24</b>
6210 Charitable Giving		
6211 UUA	1,400.00	10,157.50
6213 Community Support	14,399.96	10,416.00
6219 Other Charitable Giving	1,400.00	1,994.00
<b>Total 6210 Charitable Giving</b>	<b>\$ 17,199.96</b>	<b>\$ 22,567.50</b>
6220 Program Expenses		
6221 Meeting Costs	3,915.00	13,499.48
6223 Supplies	6,203.05	16,663.82
6224 Guest Speaker / Musician	6,080.00	9,114.20
6225 Travel (Parking, Tolls, and Mileage)	10,189.83	5,847.15
6226 Professional Development	3,912.50	5,210.00
6228 Literature & Printed Materials	4,493.37	2,303.20

6229 Other Program Expenses	7,548.62	6,236.58
<b>Total 6220 Program Expenses</b>	<b>\$ 42,342.37</b>	<b>\$ 58,874.43</b>
<b>6300 Outreach Costs</b>		
6310 Advertising	1,405.14	430.00
6311 Printing	8,996.66	9,683.21
6330 Member Cultivation	10.81	679.00
6390 Other Outreach Expenses	2,040.88	3,475.09
<b>Total 6300 Outreach Costs</b>	<b>\$ 12,453.49</b>	<b>\$ 14,267.30</b>
<b>6400 Occupancy Costs</b>		
6410 Building Upkeep	892.78	3,134.91
6420 Grounds Upkeep	10,870.80	12,637.95
6430 Security	409.90	489.90
6440 Utilities, Phone, & Internet	33,762.92	46,038.71
6450 Equipment	951.88	
6460 Repairs & Maintenance	33,219.20	11,646.87
<b>Total 6400 Occupancy Costs</b>	<b>\$ 80,107.48</b>	<b>\$ 73,948.34</b>
6610 Office Supplies & Postage	14,870.05	16,974.16
6620 Dues & Membership Fees	2,121.94	2,043.38
6670 Software Subscriptions	10,830.89	8,687.99
6710 Legal & Professional Fees	28,336.45	21,814.31
6730 Permits, Licenses, and Other Fees	869.00	59.21
6740 Property & Liability Insurance	20,225.00	12,678.00
6750 Bank Service Charges	9,643.37	1,214.79
6760 Merchant Processing Fees	7,549.21	10,486.23
6820 Depreciation Expense	106,099.16	
6830 Interest Expense	62,408.05	0.00
Suspense (deleted)	0.00	
Uncategorized Expense	0.00	
<b>Total Expenses</b>	<b>\$ 946,690.11</b>	<b>\$ 813,430.88</b>
<b>Net Operating Income</b>	<b>\$ 52,023.01</b>	<b>-\$ 21,501.94</b>
<b>Other Income</b>		
4160 Interest and Dividends	1,262.99	623.95
9970 Release from Restricted (deleted)		1,586.91
9980 Tfr. Mixed invest to Operations (deleted)		23,000.00
<b>Total Other Income</b>	<b>\$ 1,262.99</b>	<b>\$ 25,210.86</b>
<b>Net Other Income</b>	<b>\$ 1,262.99</b>	<b>\$ 25,210.86</b>
<b>Net Income</b>	<b>\$ 53,286.00</b>	<b>\$ 3,708.92</b>
<b>Non-Operational Cash Expense</b>	109,099.16	
<b>Operational Cash Flow Increase or Decrease</b>	<b>\$ 162,385.16</b>	

Saturday, Dec 12, 2020 01:19:38 PM GMT-8 - Accrual Basis



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

Worship Services and Gatherings

We are continuing to do our worship services online but have also developed a few drive by, masks worn, socially distanced opportunities for church members to see each other, even though it is from the safety of their cars and while wearing masks!

Building Closure

Our staff continue to work from home. Caden and Bear sometimes work from their offices but try to do so at different times, and, as you have seen, some of us record our part of the services from the church. When we do so, we practice social distancing at all times and wear masks except when speaking. The building remains closed for general activity, though several of us on staff occasionally have tasks that require going to the building, and I walk the building and the grounds at least once per week just to make sure everything is OK and still functional.

Church Operations

We continue to do our church meetings, RE classes and small groups by Zoom.

Finances

Please the separate financial reports attached.

Membership

No changes reported.

Warmly,

Chris