

## MEETING AGENDA - First UU Austin Board of Trustees

### Meeting

<b>Meeting Date</b>	Tuesday, September 20, 2022
<b>Start Time</b>	6:30 PM
<b>End Time</b>	8:30 PM (CST)
<b>Location</b>	Zoom - <a href="https://zoom.us/my/firstuuaustin">https://zoom.us/my/firstuuaustin</a> (password = 512452) Zoom ID: 940 671 9275 Dial in number: (346) 248-7799 or (669) 900-6833
<b>Purpose</b>	Regular scheduled meeting

### RSVP

<b>No response:</b>	Martha Arrendando, Donna Carpenter, Vic Cornell, Suzette Emberton, Rob Hirschfeld, Russell Holley-Hurt, Joseph Hunt, Chris Jimmerson, Jonalu Johnstone, Mateo Kresha, Nesan Lawrence, Shannon Posern, Kelly Raley, Dave Riehl, Kelly Stokes, Erin Walter, Nathan Walther
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### Agenda

## 1. Coming Back into Covenant

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1.1. Chalice Lighting and Opening Words	Dave Riehl / 2 min. (6:30 PM - 6:32 PM)
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1.2. Reading of Board Covenant	Nesan Lawrence / 2 min. (6:32 PM - 6:34 PM)
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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	Nesan Lawrence / 2 min. (6:34 PM - 6:36 PM)
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Time Keeper - Joe

Process Evaluator - Kelly

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1.4. Approve Agenda and Consent Agenda	Nesan Lawrence / 2 min. (6:36 PM - 6:38 PM)
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Ends interpretation for 1.4.7 and 1.4.8

Monitoring reports for Executive Limitations 2.4 and 2.7

Documents



- 2.4 Financial Conditions rev09-2022.pdf 8-15
  - Minutes-2022-08-16-v1.pdf 4-7
  - 2.7 Compensation and Benefits rev 09-2022.pdf 16-18
  - End 1.4.7 and interpretation for board discussion.docx 19
  - End 1.4.8 and interpretation for board discussion.docx 20
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## 2. Connecting with our Moral Ownership

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2.1. Recognition of Church Volunteers and Staff Donna Carpenter / 5 min. (6:38 PM - 6:43 PM)

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2.2. Interim Objectives and Key Results (OKRs) Nesan Lawrence / 15 min. (6:43 PM - 6:58 PM)

- Socialize the draft version of the OKRs with the Board and seek input
- Discuss next steps including a process to evaluate the interim ministerial team against the OKRs

### Documents

- FUUCA Interim Goals.pdf 21-22
  - Major Staffing for UU Churches of a Similar Size.pdf 23
- 

2.3. Moment with Rev. Chris Chris Jimmerson / 10 min. (6:58 PM - 7:08 PM)

### Documents

- visitors.pdf 24
  - attendance.pdf 25
  - Why They're Not Coming Back To Church (And What To Do With Who's Left) - CareyNieuwhof.com.pdf 26-40
- 

2.4. Financials Update Chris Jimmerson / 15 min. (7:08 PM - 7:23 PM)

### Documents

- FinancialreportsJuly2022.pdf 41-46
  - 2023budgetrolledup09-13-22.pdf 49-50
  - 2023budgetinterimthroughJulymorolledup09-013-2022.pdf 47-48
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2.5. Visitor's Forum Russell Holley-Hurt / 15 min. (7:23 PM - 7:38 PM)

Liz Nielsen from the Stewardship Committee will be the guest.

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## 3. Monitoring our Progress

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3.1. Monitoring Reports (Ends and/or Executive Limitations) Chris Jimmerson / 10 min. (7:38 PM - 7:48 PM)

Monitoring End 1.4.6

### Documents

- 1.4.6 09-2022.pdf 51-59
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3.2. Fall Congregational Survey Rob Hirschfeld / 10 min. (7:48 PM - 7:58 PM)

### Documents

- Draft Congregational Survey - Fall 2022.pdf 60-67
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## 4. Learning & Creating the Future

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#### 4.1. Board Book Discussion

Russell Holley-Hurt / 15 min. (7:58 PM - 8:13 PM)

Part 3 of Congregational Leadership in Anxious Times by Peter L. Steinke

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#### 4.2. Selecting Book/Podcast for rest of Board year

Nesan Lawrence / 5 min. (8:13 PM - 8:18 PM)

A quick vote on whether we would like to read a book or podcast. Here are the options we discussed during the Board retreat in June.

- How to be an anti-racist by Ibram Kendi; Salsa, Soul and Spirit: Leadership for a Multicultural Age by Juana Bordas
  - Do Better: Spiritual activism for fighting and healing from white supremacy by Rachel Ricketts
  - The New Jim Crow by Michelle Alexander, Between The World and Me by Ta-Nehisi Coates, An Indigenous People's History of The United States by Roxanne Dunbar-Ortiz, Our History is the Future by Nick Estes
  - Antiracism Podcasts: <https://www.wbur.org/news/2020/06/05/podcasts-to-listen-to-about-race-america>
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### 5. Adjourn

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#### 5.1. Action Items and Announcements

Nesan Lawrence / 2 min. (8:18 PM - 8:20 PM)

Let's review the action items from this meeting:

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#### 5.2. Assign Roles for Next Meeting

Nesan Lawrence / 2 min. (8:20 PM - 8:22 PM)

Assign roles for:

- Readings
  - Timekeeper
  - Process Evaluator
  - Snacks
  - Book/Podcast Discussion
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#### 5.3. Process Evaluation

Kelly Raley / 2 min. (8:22 PM - 8:24 PM)

Documents

- Board process review form.docx 68
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#### 5.4. Extinguishing the Chalice and Closing Words

Dave Riehl / 2 min. (8:24 PM - 8:26 PM)

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## MEETING MINUTES - First UU Austin Board of Trustees

### Meeting

<b>Date</b>	Tuesday, August 16, 2022
<b>Started</b>	6:30 PM
<b>Ended</b>	8:30 PM (CST)
<b>Location</b>	In Person: 5700 Grover Ave, Austin, TX
	Virtual: Zoom - <a href="https://zoom.us/my/firstuuaustin">https://zoom.us/my/firstuuaustin</a> (password = 512452) Zoom ID: 940 671 9275 Dial in number: (346) 248-7799 or (669) 900-6833
<b>Purpose</b>	Regular scheduled meeting
<b>Chaired by</b>	Nesan Lawrence
<b>Recorder</b>	Vic Cornell

### Attendance

<b>Present:</b>	Donna Carpenter, Vic Cornell, Suzette Emberton, Rob Hirschfeld, Russell Holley-Hurt, Joseph Hunt, Mateo Kresha, Nesan Lawrence, Kelly Raley, Dave Riehl, Kelly Stokes, Nathan Walther
<b>Regrets:</b>	Chris Jimmerson, Shannon Posern
<b>Absent:</b>	Martha Arrendando
<b>Invited guests:</b>	Scott Butki

### Minutes

## 1. Coming Back into Covenant

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### 1.1. Chalice Lighting and Opening Words

Nesan lit the chalice as Suzette read.

**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.

All present read the covenant together.

**Status:** Completed

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### 1.3. Confirm Timekeeper and Process Evaluator

Timekeeper: Russell Holley-Hurt

Process Evaluator: Donna Carpenter

- Timekeeper: Russell
- Process Evaluator: Donna

Timekeeper & process evaluator were confirmed.

**Status:** Completed

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### 1.4. Approve Agenda and Consent Agenda

Items on the consent agenda include the minutes from the July meeting and May financials.

Agenda and consent agenda were approved unanimously.

**Status:** Completed

#### Documents

- Minutes-2022-07-19-v1.pdf
  - Aug Monitoring Rpt.doc
- 

### 1.5. Rev. Erin's Housing Allowance

Rev. Erin has requested 50% of her pay for this year to be counted towards housing allowance. This requires a Board motion and approval. The amount for housing allowance will be \$21,900.

Nesan will check with Rev Chris about some details before sharing information with the board at large. Once the information is shared, we'll vote to approve or not via email.

Update: The board voted and approved the offline motion to approve Rev. Erin's request to claim 50% of her salary this year towards housing allowance.

**Status:** Completed

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## 2. Connecting with our Moral Ownership

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### 2.1. Visitor's Forum

Scott Butki will be the guest for this month

Visitor was Scott Butki, long time member and very active volunteer. He was formerly on the board. He has done quite a bit with RE, is current ARCH coordinator.

Was member of White Allies group, did Undoing White Supremacy training, but now that we no longer have the People of Color (POC) group for them to be accountable to, the group has not been meeting. He would like some clarity on the church's anti-racism goals. Says that several people of color left FUUCA and now go to WildFlower because of race issues.

He would like help getting word out about the ARCH activities; has had very low volunteer turnout lately.

Primary outside group he works with is Austin Justice Coalition (AJC).

**Status:** Completed

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## 2.2. Recognition of Church Volunteers and Staff

Donna will thank Mary & David Overton for hosting Rev. Buehrens while he was in Austin.

**Status:** Completed

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## 2.3. Moment with Rev. Chris

Rev Chris was absent due to illness. The time was used to discuss proposed collaboration with the Bridge Collective, <https://thebridgecollective.org/>. Donna has done some research on it, and it appears that we currently would have low medical and/or legal liability if we worked with them. Nesan will get more information from Rev. Chris and the Social Justice Cmte. We would like to vet them and determine a point-person, as well as better understand the logistics. If they can get on a call, Russell, Vic, Suzette, and Nesan would like to be on it.

**Status:** Completed

Documents

- KUTSponsorship.pdf
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# 3. Annual Training

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## 3.1. Financial Statements and 2023 Budget

David Riehl gave training on financial statements and the proposed 2023 budget(s).

- We need to ask probing questions about the expenses side of things.
- Even if this means we're being more 'meansy'.
- We may want to set some sort of minimum reserve.
- If we calculate how many months we can last with zero revenue, that might inform our choice for a minimum.
- On the budget, we should be able to see a budget vs actuals (for previous year), not budget vs budget (prev year compared to proposed).
- Why are there two versions of a budget in the board packet?
- Next year, we should move stewardship season up, to August or September, so that we have better numbers (on pledges) before we approve the next year's budget.
- Strategically, we should offer up programs that we want to fund, and ask people to fund them, rather than tell people we're in trouble, and ask them to bail out the church.

**Status:** Completed

Documents

- June2022Financials.pdf
  - Draft2023budget.pdf
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# 4. Learning & Creating the Future

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## 4.1. Board Book Discussion

Parts I and II of Peter Steinke book

All present discussed parts I and II of Congregational Leadership in Anxious Times by Peter Steinke.

- Everyone needs to remember that the transition is about the church, not Rev. Chris.
- FUUCA needs to take the time, no matter how impatient some members might be.



- We should do near-weekly communication from the pulpit about the transition process, to ensure we're getting information to everyone.
- We can also amplify our announcements via the church's social media.

We will discuss part III of the book at the September meeting.

**Status:** Completed

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## 5. Adjourn

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### 5.1. Action Items and Announcements

Let's review the action items from this meeting:

Action items include:

- Donna will take care of thank you cards.
- Nesan will talk with Rev. Chris about Rev. Erin's housing allowance.
- Once we have more information, the entire board will vote on the housing allowance via email.
- Nesan will talk with Shannon, Social Justice Cmte, and Rev. Chris about setting up a call with the Bridge Collective.
- Nesan, Dave, and Rev. Chris will have a meeting concerning financials and 2023 budget.
- Kelly Stokes will look to see if the church has any Board Member ribbons to attach to nametags.

**Status:** Completed

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### 5.2. Assign Roles for Next Meeting

Assign roles for:

- Readings
- Timekeeper
- Process Evaluator
- Snacks

Roles for September meeting include:

- Readings - Dave
- Time Keeper - Joe
- Process Evaluator - Kelly
- Snacks - Nesan

Additionally, Russell will facilitate the book discussion.

**Status:** Completed

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### 5.3. Process Evaluation

- We were not perfect at keeping on time.
- We could do better at including Zoom participants.
- Overall, the board was very good with the process.

**Status:** Completed

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### 5.4. Extinguishing the Chalice and Closing Words

Nesan extinguished the chalice while Suzette read.

**Status:** Completed

## Limitations Report 2.4 - Financial Conditions & Activities

First UU Church of Austin

September 12, 2022

- 2.4 With respect to the congregation's actual, ongoing financial condition and activities, the Executive shall not cause or allow the development of financial jeopardy or deviation from priorities established in Ends policies.

### Interpretation:

The executive has responsibility for the church's day-to-day financial management.

In the course of exercising that responsibility, she shall avoid any financial practices that deviate significantly from best practices and which have an unacceptable likelihood of creating significant financial problems for the church. Such practices include non-payment of bills, non-payment of taxes, incurring debt without appropriate approvals, and the like.

The day-to-day operating expenses will follow the outlines of the operating budget, which, per limitation 2.3, shall be based on the church's ends.

### Measures:

1. Regular financial reports, particularly the Profit & Loss Budget vs Actuals report.

### Rationale for the Measures:

1. The regular financial reports demonstrate compliance with the congregationally approved operating budget, or lack thereof.

### Evidence of Acceptable Progress – The Data

I report partial compliance.

1. We have provided monthly financial reports to the board. We have actual expenses that are less than budgeted. However, revenue is less than budgeted largely for reasons beyond the church's control such as the pandemic, the stock market and governmental law changes that impacted anticipated revenue.

Accordingly, the Senior Minister shall not:

- 2.4.1 Allow actual allocation to deviate materially from congregationally approved budget priorities, unless authorized by the Board.

### Interpretation:

Absent authorization from the board, the actual operating expenses shall not deviate materially from the categories in the congregationally approved budget.



For the purposes of this limitation, “material deviation” means 10% of the total budget.

In exceptional circumstances which might make projecting revenue and expenses difficult even in the short-term, the Executive will engage in ongoing discussion with the board.

Although we may experience minimal deviation between budget categories, total expenses shall not exceed the congregationally approved budget total without prior approval.

Measures:

1. Regular financial reports, particularly the Profit & Loss Budget vs Actuals report.

Rationale for the Measures:

1. The financial report that compares the budget to actual expenses demonstrates clearly, by its nature, any deviation from the budget.

Evidence of Acceptable Progress – The Data

I report partial compliance.

The only cases wherein categories have deviated from budget were unexpected circumstances such as the money raised to give Meg Barnhouse a retirement gift, which increased both revenue and expenses.

#### 2.4.2 Borrow any amounts without prior Board approval.

Interpretation:

The executive must gain the approval of the board before taking out any loans, mortgages, lines of credit, or the like.

This limitation does not apply to the credit cards, provided that the credit cards are paid off before interest accrues and always within two weeks of receiving the bill. However, carrying a balance on a credit card that either incurs interest charges and/or would extend beyond two-weeks of receiving the bill would require board approval.

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 Acceptable Progress – The Data

I report compliance.

We have not taken out any loans, mortgages, lines of credit, or the like without prior approval.

We were able to renegotiate more favorable interest terms for our construction loan.

- 2.4.3 Fail to establish, maintain, and communicate an appropriate gift acceptance policy for both unrestricted and restricted gifts that includes provisions for donor-designated purposes and allows for the acceptance or rejection of gifts.

Interpretation:

The executive shall develop and keep an up-to-date gift acceptance policy. Said policy shall cover all likely kinds of gifts, including those that do and do not include donor designations.

Although we welcome the vast majority of gifts, both financial and in kind, we can not accept all gifts. Some gifts have unacceptable restrictions. Others, such as the in kind gift of an old couch, may not have a useful purpose at the church. So, the policy will include provisions for rejecting such gifts.

Said policy will be publicly available and actively communicated as appropriate.

Measures:

1. The gift acceptance policy.

Rationale for the Measures:

1. Existence of the policy, and comparison with this limitation, demonstrate compliance or lack thereof.

Evidence of Acceptable Progress – The Data

I report compliance.

The most recent version appears on the church website here:

<http://austinuu.org/wp2013/governance/church-policy/>

- 2.4.4 Accept or disburse gift income that is contrary to the church's Mission, Values, and Ends and Unitarian Universalist Principles.

Interpretation:

The executive cannot, on behalf of the church, accept charitable contributions from organizations or individuals who actively work against our mission, values, ends or principles. Examples include white-supremacist, anti-women's rights groups or other hate groups..

It is possible that we could learn of such a tainted gift only after having received it. In such a case, we would not spend any portion that remained at the time of discovery.

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 Acceptable Progress – The Data

I report compliance.

We are not aware of having received any gift income contrary to the church's mission, values, ends, or UU principles. Likewise, we are not aware of having disbursed any such income.

- 2.4.5      Designate funds in a manner inconsistent with the donor's intentions or in a manner inconsistent with best accounting practices.

Interpretation:

When we accept a restricted gift of money, we shall manage the accounting in such a way so as to insure that it gets used only for the intended purpose.

The financial records shall not deviate from reasonable and accurate accounting practices. In practical terms, we should be able to answer reasonable questions about the books within a reasonable time based on accurate and up-to-date records.

From time to time a donor-restricted fund becomes dormant or outlives its purpose. For example, we could no longer comply, to the letter, with a gift made (200 years ago) for the perpetual maintenance of the minister's horse and buggy. We would make every effort to work with the donor to repurpose such a fund or, if we could not communicate with the donor, we would follow the law and best practices to best repurpose or otherwise handle it.

Likewise, from time to time, in-house designated funds become dormant. Several funds that had been on the balance sheet for many years were no longer in use and have been moved to the general profit and loss statement (P&L). Other funds more appropriately accounted for as either a program fund or restricted fund on the P&L have been moved as such.

Measures:

1. The regular financial reports, including notes in the narrative report regarding the creation or closure of balance sheet funds

Rationale for Measures:

1. The financial reports, and the proper accounting that supports them, represent the primary and most common way of tracking such gifts and ensuring that restricted funds do not get spent for inappropriate purposes.

Evidence of Acceptable Progress – The Data

I report compliance.

To the best of our knowledge, every restricted gift has been accounted for appropriately. Our financial records, paper and electronic, allow us to promptly provide documentation for audit purposes, generate standard reports, and provide answers to most questions. The change in accounting for some funds as outlined in the section above was reported to the board.

- 2.4.6 Expend any endowment or designated funds other than for the purposes determined at time of receipt or designation.

Interpretation:

As in limitation 2.4.5, when we accept a restricted gift of money, we shall manage the accounting in such a way so as to insure that it gets used only for the intended purpose.

Additionally, we shall faithfully observe any limitations placed by the congregation upon the use of its funds.

Measures:

1. The regular financial reports, including notes in the narrative report regarding the creation or closure of balance sheet funds

Rationale for Measures:

1. The financial reports, and the proper accounting that supports them, represent the primary and most common way of tracking such gifts and ensuring that restricted funds do not get spent for inappropriate purposes.

Evidence of Acceptable Progress – The Data

I report compliance.

To the best of our knowledge, each expenditure of restricted funds has been accounted for appropriately.

- 2.4.7 Fail to maintain current, accurate, auditable financial records or to make such records available to the Board, authorized auditors or other appropriate persons as requested.

Interpretation:

As in limitation 2.4.5, the financial records shall not deviate from reasonable and accurate accounting practices. In practical terms, we should be able to answer reasonable questions about the books within a reasonable time based on accurate and up-to-date records.

The Board may have full access to the records at any time and may authorize the same access to auditors and others.

Measures:

1. The regular financial reports, including notes in the narrative report regarding the creation or closure of balance sheet funds
2. Timely and full compliance with records requests by the board, auditors, or other authorized by the board.

Rationale for Measures:

1. The financial reports, and the proper accounting that supports them, represent the primary and most common way of complying.
2. The only way to test whether we comply with records requests is for those requests to be made.

Evidence of Acceptable Progress – The Data

I report compliance.

We continue to report fiscally to the board and include a narrative that explains any highlights or potential deviations. Our bookkeeping firm has reviewed and improved procedures. Our bookkeeping/accounting firm says that our financial procedures are now in line with Generally Accepted Accounting Procedures (GAAP).

#### 2.4.8 Fail to settle payroll and other obligations in a timely manner.

Interpretation:

Bills will get paid on time.

Measures:

1. Self reporting in this limitations report.
2. The absence of complaints by staff or vendors.

Rationale for Measures:

1. The quickest and most direct form of confirmation is the direct report.
2. Any serious failure to comply with this limitation would rapidly create staff distress. In a church/family system, it would be impossible to hide such distress from church leadership. Likewise, vendors would draw attention to any significant outstanding bill.

Evidence of Acceptable Progress – The Data

I report compliance.

We have paid our vendors and processed payroll in a timely manner. We have not received any complaints by staff or vendors.

#### 2.4.9 Allow tax payments or other government-ordered payments or filings to be overdue or inaccurately filed.

Interpretation:

Our bills to the government will get paid on time. Our filings to the government will happen in a timely and accurate way.

Measures:

1. Self reporting in this limitations report.
2. The absence of complaints by government.

Rationale for Measures:

1. The quickest and most direct form of confirmation is the direct report.
2. Any serious failure to comply with this limitation would draw visible attention from the government authorities.

Evidence of Acceptable Progress – The Data

I report compliance.

All government-related reports and/or payments have happened in a timely way.

#### 2.4.10 Commit the church to any contract outside of approved budget authority.

Interpretation:

The executive, or her designee, may not sign contracts or make other financial commitments of operating funds that would exceed the authority granted by the congregation in the annual budget.

We often deal with multi-year contracts or contracts that extend beyond the end of the budgeted fiscal year. In those cases, the executive shall not make commitments of operating funds that exceed a moderately-conservative estimate of likely future budgets based on recent financial trends. A renewal of our multi-year photocopier contract, for example, is permitted. A long-term contract with a balloon payment at the end, such that we can afford it this year but may not be able to next year when the balloon comes due, would not be permitted.

Non-budgetary funds (e.g, restricted or designated funds), may be used to satisfy contractual obligations, always provided that said use conforms with the appropriate restriction or designation.

Measures:

1. Self reporting in this limitations report.
2. Review of contracts by auditor.

Rationale for Measures:

1. The quickest and most direct form of confirmation is the direct report.
2. An auditor can provide third party confirmation of compliance or the lack thereof.

Evidence of Acceptable Progress – The Data

I report compliance.

All commitments of operating funds, by contract or otherwise, have occurred within the budget parameters.

[Last updated on 09/12/2022.]

## Limitations Interpretation 2.7 - Compensation & Benefits September 12, 2022

With respect to employment, compensation and benefits to employees, consultants, and contract workers, the Senior Minister shall not cause or allow jeopardy to fiscal integrity and shall not fail to strive for fair compensation.

Accordingly, the Senior Minister shall not:

- 2.7.1. Change his or her own compensation, benefits, or allocated professional expenses as established by the Board.

### Interpretation:

Only the board of trustees may set or change the senior minister's compensation, benefits, or professional expenses. Any change would require formal approval (via vote, recorded in the minutes) by the board.

### Measures:

1. Self-reporting by the executive.
2. Direct observation by the board of compliance (e.g., review of financial reports).
3. Confirmation by audit (internal or external).

### Rationale for the Measures:

These measures are easy to track, inexpensive in time and other resources, and provide a high level of accuracy.

### Evidence of Acceptable Progress – The Data

I report compliance.

The minister has not changed their compensation, benefits, or professional expenses from what the board established. All such changes have occurred only by board vote.

- 2.7.2. Promise or imply permanent or guaranteed employment.

### Interpretation:

All staff members shall understand that they serve according to established criteria for performance and the financial ability of the church to provide compensation and benefits annually. Should conditions exist where staff positions cannot be maintained, the senior minister will make decisions to terminate staff in accordance to the fiscal reality of the situation. The senior minister will make changes in staff positions as needed to fulfill the priorities set by the Board in accordance with the church's ends.



Measures:

1. Self-reporting by the executive.
2. Confirmation by audit (internal or external).

Rationale for the Measures:

These measures are easy to track, inexpensive in time and other resources, and provide a high level of accuracy.

Evidence of Acceptable Progress – The Data

I report compliance.

The minister has not promised or implied permanent or guaranteed employment.

## 2.7.3. Establish current compensation and benefits that:

- a. deviate materially from the geographic market for the skills employed
- b. create contractual obligations over a term longer than revenues can be safely projected and in all events subject to losses of revenue.

Interpretation:

The senior minister will establish and maintain a compensation and benefits program that has integrity, fairness, internal consistency between staff levels, reflects the market conditions for the skill set for each position, and is consistent with the most current compensation guidelines published by the UUA. I further interpret this to mean that the senior minister must create salary levels that are equivalent to UUA salary levels for similar positions.

In the case of staff with contracts, should any contract extend beyond 12 months, it will include clauses that allow for modification or cancelation in the case of loss of revenue.

The minister could not create a permanent commitment to any current or former staff person (e.g., direct, multi-year payments to a retired former staff person).

Measures:

1. Self-reporting by the executive.
2. Confirmation by audit (internal or external).

Rationale for the Measures:

These measures are easy to track, inexpensive in time and other resources, and provide a high level of accuracy.

Evidence of Acceptable Progress – The Data

I report compliance.

In 2022, we are paying all staff positions at least at the UUA recommended level for their

position for a church our size and in our geographical region. .

2.7.4. Establish compensation and benefits so as to cause unpredictable or inequitable situations.

Interpretation:

The church will provide benefits (paid leave, health care insurance, etc.) to staff in a way that is objective, uniform, and transparent. Staff will accrue benefits according to a written personnel policy. Two employees with the same level of skill, seniority, and responsibility should typically expect to receive similar benefits.

Measures:

1. Self-reporting by the executive.
2. Direct observation by the board of compliance (e.g., review of personnel manual).
3. Confirmation by audit (internal or external).

Rationale for the Measures:

These measures are easy to track, inexpensive in time and other resources, and provide a high level of accuracy.

Evidence of Acceptable Progress – The Data

I report compliance.

Employees of similar skill level, seniority, and responsibility receive similar benefits. All full-time staff uniformly receive benefits within the parameters of the UUA's recommendations. The benefits, and who qualifies for them, are documented in the personnel manual, which all employees receive.

[Last updated 9/12/2022.]

#### End 1.4.7 and Interpretation for Board Discussion

##### **End 1.4.7 -- We provide leadership to and collaborate with the greater Unitarian Universalist community to expand the reach of our movement**

We work with the other UU congregations around us to offer classes like OWL and Coming of Age, and invite area UUs to participate in events. We encourage ministers and members to be involved with national UU committees, to provide input and leadership in the wider denomination. We continue to be a leader in the UU Sanctuary movement, so we can encourage others with our successes and invite them to learn from our mistakes. We do what we can to strengthen and be a resource for the Austin Sanctuary Network, which we helped start. Together with other churches, we participate in outreach efforts, protest events, political actions, and we work with other churches to increase the visibility of Unitarian Universalism at city-wide events like Pride. We think of First UU as a “hub” congregation because of our size, our facilities, and our central location. The Regional staff have asked us to be a hub for UU classes and events, and we work toward that goal. Watched by people all over the UU world, our live streamed services will only continue to be more well-known, a valuable outreach tool. Our Public Affairs Forum is televised, so it is available to the Austin community. The Senior Minister’s writing appears in the UU World magazine, both in hard copy and online.

#### End 1.4.8 and Interpretation for Board Discussion

##### **End 1.4.8 -- We are generous with time, talent, and treasure to realize our mission**

Everything we do at First UU is in service of the mission and ends of the congregation. We ask our members and our friends to pledge yearly, and we have made a “gift of record” a requirement of membership. In every “Path to Membership” class we make the expectations of membership clear and give a benchmark of each individual’s fair share of support in order to allow people to make informed decisions about how much support they may wish to pledge. We choose between “Celebration Sundays” where everyone pledges on the same day, and every member canvass, where each person gets a conversation of some kind with a canvassing volunteer.

We depend on our members and friends to volunteer their time, skill, and experience in order to move the congregation toward its ends in order to fulfill the church’s mission. To this end, we ask all new members to fill out an interest form indicating what kinds of efforts they’d like to help with. We have a “Transformation Through Service” program. TTS is comprised of a team of interviewers who sit down with new and long-time members for an in-depth interview about their relationship to the church, their interests, and their availability for ministry within the congregation. They then decide together what ministry team would be the best fit for that congregant. This has evolved from being a process mostly for new members, to being open to all members and friends. We would like to broaden the base of our volunteer support, so the same people are not always the ones doing the work. The program is just at its beginnings, but it has had good response so far.

### **Interim Goals (Work In Progress)**

1. Engage the congregation broadly with the interim work of reflection and discovery.
  - a. December 22: Reflection and discovery work begins. Potential activities include listening circles, one-on-one meetings, meetings with church groups. In November a workshop where we remember our history. By December at least 20% of members have participated in at least 1 interim activity.
  - b. January 23: plan for spring activities developed, metrics for evaluation established. (One will be participation. It will be good to keep track of who has participated at each activity from the beginning).
  - c. May 2023 - the church has a good sense of identity independent of Rev. Meg. Some questions the congregation needs to answer are our areas of strength and weakness, where are our best opportunities to achieve our mission, what are our priorities, how will we govern ourselves (within policy-based governance model). **Metrics?** We have formed a search committee.
  - d. Summer/Fall 2024 – Search Committee is trained by UUA, has retreat. **These are not the responsibility of the board or the interim ministry team. What is our work during this time? Supporting search committee? How? What would metrics be?**
  - e. Spring/Summer 2024 The church has had a successful search for a new settled minister
  
2. Grow membership back to pre-pandemic levels.
  - a. December 22: A clear process for membership development is in place and visitors (including those visiting just online) have access to this information. **Board** has established approach to measuring number of visitors (including virtual) and how they first encounter FUUCA, process from visitor to member (duration), retention of membership. To do this work we will need to know what does it mean to be a member of First UU Austin? Are there different categories for people who participate in the church different ways? By this point we need to know what kinds of benchmarks we will use to measure growth in attendance and membership.
  - b. March 2023: **Sunday attendance is 75% what it was in Fall of 2019. Should we ask Shannon what our attendance was in Fall of 2019? Will this mean we need two services again?**
  - c. Summer 2023: **Number of voting members by July 2023 exceeds number from December 2019. Should we ask Shannon for this number?**
  - d. May 2024. Attendance (in person and online) close to pre-pandemic levels. (Note we will need to refine this.
  
3. Encourage a Culture of stewardship and generosity as a spiritual practice that will support a healthy church infrastructure , our mission, and our ministries.
  - a. Fall 2022: **Total pledge units of at least 375 by the end of the stewardship drive in fall 2023.** Average pledge at least \$2000 (This might be low, but it's close). Board broadly participates in stewardship activities.

- b. Spring 2023: Board continues to monitor budget in monthly meetings. Receives reports on rate of lapse in giving.
  - c. Fall 2024: Pledges are in place to fully cover the 2023-2024 budget.
- 4. Cultivate a healthy layer of lay leadership composed of both new and old members to enact our mission to nourish souls, transform lives, and do justice.
  - a. Key Result 1: 5% or more members contribute their time or talent on behalf of the church, either focused internally within the church or externally within the community
  - b. Key Result 2: 20% of these are members who did not participate beyond Sunday Services prior to the pandemic.
- 5. Achieve adequate staffing levels to enable healthy church operations.
  - a. Key Result: Clearly defined roles and responsibilities accompanied by adequate staffing levels enabling healthy boundaries between the spiritual and administrative activities of the church

### **Major Staffing for UU Churches of a Similar Size**

2 FT Ministers plus affiliated community ministers

FT Director of Music

Music Coordinator (Some were PT)

Admin. Asst. for Music (Some were PT)

FT Director Religious Education

FT Youth (and sometimes Young Adult) Coordinator

FT or PT RE Admin. Asst.

FT Director of Operations and Finance

Administrator/Office Manager

Various ways of structuring administrative assistance

Various ways of structuring facilities staffing

Bookkeeper/Controller

FT Congregational Life/Membership Coordinator

Various ways of structuring communications assistance

PT IT staff

FT or PT Technical Director

(FT=Full-Time, PT=Part-Time)

It seems liked each of the three churches I looked at also had various very part-time staff positions such as child-care staff, music section leaders, etc. like we do)

### **Current Major First UU Church of Austin Staffing**

FT Co-Lead Minister (Also over Finance, Administration and Grounds)

PT CO-Lead, Interim Minister

PT Interim Minister

FT Director of Music

PT Assistant

PT Director of Religious Education

PT RE Coordinator

Congregational Administrator

PT Assistant

Sunday tech. staff and volunteers (Very PT)

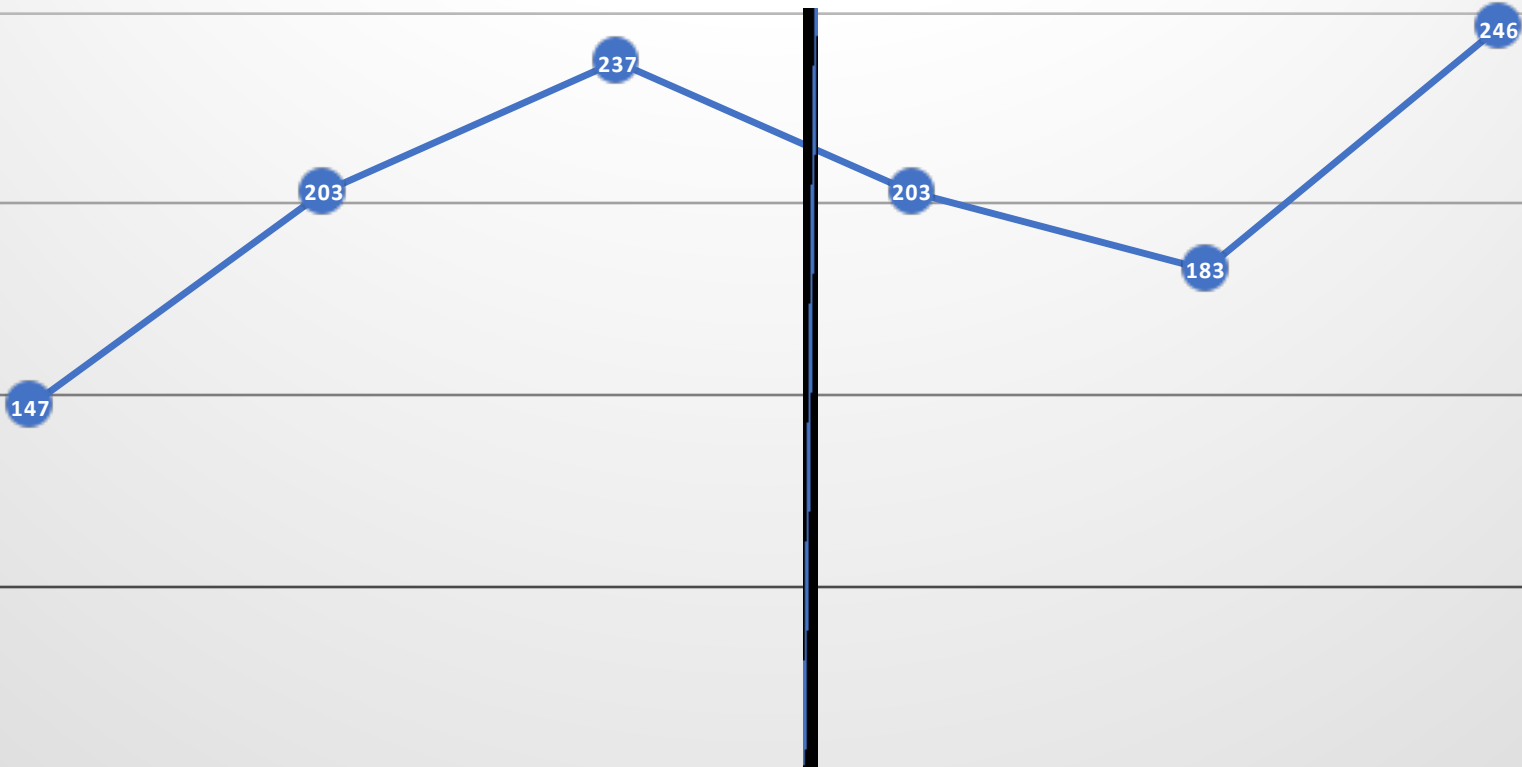
Contract bookkeeping and IT





# Attendance

Large increase  
in children



KUT  
08/25

8/7/22 8/14/22 8/21/22 8/28/22 9/4/22 9/11/22

# Why They're Not Coming Back To Church (And What To Do With Who's Left)



CAREY NIEUWHOF / CHURCH GROWTH

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You probably remember the predictions back in the Spring of 2020: As soon as churches reopened for in-person worship service again, people would flood back into church, [high-fiving people, and embracing friends](#) they hadn't seen in weeks or months.

Then the lockdown went from weeks to months and, in some cases, to a year or longer.

As churches reopened in a slow, regional, checkerboard pattern across the US and eventually around the world, the Great Return didn't happen.

Admirably, most pastors kept hoping.

If they're not coming back now, you told yourself, then people will come back:

In the fall

After Christmas

When the mask mandate is lifted

When most people are vaccinated

After the summer break

When ALL the restrictions are lifted

Once the kids are back in school full time

And now, almost three full years into the pandemic, the slow realization is finally happening.

**The Great Return to church has become the Great Realization: Maybe they're not coming back. Not now, not tomorrow, not ever.**

Sure, some people left angrily because you said something/didn't say something/said the wrong thing about COVID/vaccines/masks/racism/politics/climate change. But that doesn't explain the steep drop we're seeing, It's deeper than that.

As depressing as that sounds, this isn't designed to be a depressing post.<sup>29</sup>

First, we'll look at three reasons the Great Return isn't happening, and then, we'll look at what to do about it and how to build a stronger future out of it.

First, three plausible reasons why they're not coming back.

The Great Return to church has become the Great Realization: Maybe they're not coming back. Not now, not tomorrow, not ever.

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## 1. The pandemic Accelerated the Paths of Attenders, Members, and Engagers

For years now, church attendance has been on a downward slide in America and other Western nations.

Pre-COVID in growing, plateaued, and declining churches, you could break down people who were part of your church into two primary categories:

- Members and Attenders
- Engagers

Think of members and attenders as just that: people who joined your church

and/or people who attended but rarely moved beyond that.

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Think of engagers on the other hand as, well, members and attenders who engaged in a way far beyond church attendance.

Engagement can happen in many ways, but it usually showed up in four ways in engagers: people who served, gave, were part of a community group and who invited their friends. If they were four for four, they were deeply engaged, and ultimately, if you had a healthy church, they were also transformed.

During the pandemic, however, new habits were formed. The longer the lockdown lasted, the deeper the habits.

As a result, casual attendees and members who were nominally committed to the church or the Christian faith drifted away (more on why below), leaving you with mostly...engagers. For the most part, the Engagers returned. The disengaged didn't.

Casual attendees and members who were nominally committed to the church or the Christian faith drifted away, leaving church leaders with mostly...engagers. For the most part, the Engagers returned. The disengaged didn't.

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This is not entirely a bad thing. For years now, I've argued that the best way to

grow church attendance is not to focus on attendance, but engagement. <sup>31</sup>

Christians who are engaged with the mission are, after all, far more likely to attend church. *Disengaged* people aren't.

Engagement is also critical to discipleship. Jesus never said 'attend me'. He said 'follow me.'

This leads us to the second reason the people who aren't back are unlikely to ever come back.

Christians who are engaged with the mission are, after all, far more likely to attend church. Disengaged people aren't.

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## 2. Post-Christian Culture is Quickly Accelerating Further Growth of the Nones and the Dones.

While data collected over the next few years will show whether this is accurate or not, my hunch is many church attenders and members in the years leading up to COVID were nominal Christians. They showed up and believed, but barely.

Again, time will tell, but my guess is America greatly accelerated its move to becoming a post-Christian culture over the last two years. Everything from the

political dialogue, to the cultural conversation, suggests that. Crisis is an <sup>32</sup> accelerator, and the arrival of post-Christian America came a lot closer during the last two years of crisis.

Crisis is an accelerator, and the arrival of post-Christian America came a lot closer during the last two years of crisis.

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Which means many former occasional attendees and inactive members would now likely identify with the Nones and Dones—people who would say they have no religious affiliation or are simply done with church.

The new Nones and Dones may be too polite to say it right now (at least to your face), but the quiet exit is speaking volumes we'll be able to trace out with greater certainty years down the road.

These first two reasons suggest an exit, but the third confirms it in my mind.

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present at home, and take regular time off. You can too.

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### **3. Shifting Logic Almost Always Suggests Something Else is Going On**

By now you've probably heard 3-5 reasons why people who haven't been back aren't back—all from the same person.

The dialogue sounds like this, in sequence:

*First conversation after reopening*

I'm just not comfortable coming back to church until the vaccines are available.

*The following month*

Well sure, now I'm vaccinated, but I just don't like wearing masks.

*Month after*

Yes, the mask mandates are gone, but we're just not comfortable with our kids being exposed right now.

*A few weeks later*

Well we haven't travelled in a bit so we'll be away for a while.

*Last conversation*

I'm sure we'll be back, we just don't know when.

Meanwhile, on social, you see the same person at football games and house parties, and restaurants every week.

Whenever you see shifting logic, it's pretty clear they're not telling you the truth.

And it's hard to build the future on a group of people who won't tell you the truth.

## **So, What Do You Do?**

So, what do you do?

Call them out? Argue with them? Call their bluff?

Nope, there's no point. They're being too nice to tell you they've left. In fact, some of them may not even be aware at the conscious level that they've left.

But for all intents and purposes, they're gone.

And now that you're entering the Great Realization, where does that leave you?

Starting over with who's left.

The future isn't as bleak as it seems. You have a new church. It's just time to meet them and mobilize them.

Here are three things you can do to help everyone who's left move forward.

## 1. Focus on the People Who Stayed, Not the People Who Left

Sure, half your volunteers didn't come back. But some of them did.

Some of your donors bailed. But not all of them. And some people left, but others are inviting new people regularly.

So...refocus. Rather than focusing on the people you've lost, focus on the people who stayed.

Pastors, rather than focusing on the people you've lost, focus on the people who stayed.

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We've all been at parties where the person we're talking to keeps looking past us to see if so and so has arrived, and you and I both know that feels terrible. Don't be that leader.

Focus on who's with you, not who left.

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Get to know them better. Celebrate them. Disciple them. Encourage them.

Engage the people who have engaged with your mission. Make them feel special because they are.

And get on with the mission. That's why they stuck around. Get moving.

## **2. Turn Your Remaining Attendees Into Engagers (300 beats 3000)**

You've also got a crew of attendees who are not yet engaged. They're back, but they're back at the attendance level, which these days, is saying something.

Help them take a step. Talk to your remaining congregation about moving beyond attendance and help them engage.

Baptize people who need to be baptized.

Get people connected into community, into serving, inviting their friends, and giving.

Not to over-spiritualize this, but by the time Jesus died, most people had deserted him. The church started with 11 remaining disciples and a room full of people who didn't leave. And that small group was the genesis of the movement that turned

the world upside down.

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Engaged people are *passionate* people. They know what the mission is, they serve in it, and they live it out.

They're passionate enough about it to invite their friends.

Over the long-term in a church, you can accomplish more with 300 engaged Christians than with 3000 disengaged attendees.

The disengaged group will dwindle. The 300 engaged Christians will advance the mission and never stay the same.

Yes, only God can bring growth. But he uses people who are engaged to do it.

Over the long-term in a church, you can accomplish more with 300 engaged Christians than with 3000 disengaged attendees.

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As a leader, it's critical to [grieve your losses](#). Don't skip over that part. There has been so much loss.

But there also comes a time when you must start celebrating who's there and

imagining a new future.

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Now's the time to get on with the mission. The past is gone, and the future is here.

You can keep waiting, or you can just get on with the most important work of the mission of the local church.

Even if your church has restrictions like masks or capacity limits or you're still in and out of lockdown, don't wait any longer. The time to lead is now. And you can lead despite limits. That's what leaders do.

You can lead in spite of limits. That's what leaders do.

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What you may or may not have realized is you have a new church. It's likely not just a percentage of people who *returned* that are populating your ministry these days. You have new people too. Probably more than you think.

Almost every pastor I talk to, including small church pastors, talk about new people who have discovered their church via online church, social media, or googling churches in their community.

Embrace them.

There are new people you can get to know. They're there because they want to be there. Don't ignore that.

Your new attenders and yet-unengaged people who have stuck around are ready for one thing: To be disciplined.

They came and have stuck around because they want something Christ and the church have to offer. Don't hold back. Embrace it.

And as you make disciples, guess what will happen? You'll make more new disciples.

That's how biblical discipleship works.

If you start to move forward now, you'll realize what could be rather than long for what was. Your people will sense the shift.

It's hard to lead people into the future if you're stuck in the past. So, move forward.

It's hard to lead people into the future if you're stuck in the past. So, move forward.

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## Carey Nieuwhof

Carey Nieuwhof is a best-selling leadership author, speaker, podcaster, former attorney, and church planter. He hosts one of today's most influential leadership podcasts, and his online content is accessed by leaders over 1.5 million times a month. He speaks to leaders around the world about leadership, change, and personal growth.

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**July 2022 Financials**

We experienced additional revenue declines in July, especially regarding pledge contributions and plate contributions. However, as noted in the attached financial statements, there was also some room for optimism. Also, attendance and new visitor numbers grew in July and have continued to grow since, which often portends better revenue flow.

**Cash Reserves**

Based upon our current cash position and funds that either came in early and will be spent down through the rest of the year or that are restricted in some way, I estimate that we have about 3 months of cash reserves on hand. This does not include our restricted savings account, for which a withdrawal requires a 2/3 vote of the congregants present at a regular or specially called congregational meeting and may not be drawn down below \$250,000.

FIRST UNITARIAN UNIVERSALIST CHURCH OF AUSTIN - Budget vs. Actuals: Jan - July 2022

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	Jul 2022			Total YTD			
	Actual	Budget	+/- Budget	Actual	Budget	+/- Budget	Note
<b>Income</b>							
<b>4100 Earned Revenue</b>			0	0	0	0	
<b>4110 Event Revenue</b>		0	0	0	10,000	-10,000	1
<b>4130 Rentals Revenue</b>	6,480	5,000	1,480	59,051	67,500	-8,449	2
<b>4199 Discounts/Refunds Given</b>			0	-1,675	0	-1,675	
<b>Total 4100 Earned Revenue</b>	<b>\$ 6,480</b>	<b>\$ 5,000</b>	<b>\$ 1,480</b>	<b>\$ 57,376</b>	<b>\$ 77,500</b>	<b>-\$ 20,124</b>	
<b>4200 Contributed Revenue</b>			0	0	0	0	
<b>4210 Unrestricted Contributions</b>			0	0	0	0	
<b>4211 Pledge</b>	36,729	48,000	-11,271	345,826	380,000	-34,174	3
<b>4212 Sunday Plate</b>	1,606	2,500	-894	9,006	17,500	-8,494	4
<b>4213 Other Gifts</b>	2,859	3,333	-474	71,192	23,331	47,861	5
<b>Ttl 4210 Unrestricted Contributions</b>	<b>\$ 41,195</b>	<b>\$ 53,833</b>	<b>-\$12,638</b>	<b>\$426,023</b>	<b>\$420,831</b>	<b>\$ 5,192</b>	
<b>4220 Restricted Contributions</b>	213		213	13,191	0	13,191	6
<b>4221 Special Plate</b>	810	833	-23	7,910	5,831	2,079	
<b>Ttl 4220 Restricted Contributions</b>	<b>\$ 1,023</b>	<b>\$ 833</b>	<b>\$ 190</b>	<b>\$ 21,101</b>	<b>\$ 5,831</b>	<b>\$ 15,270</b>	
<b>4230 Grants</b>		0	0	142,079	247,141	-105,062	7
<b>4290 Other Contributed Revenue</b>	6,230	1,000	5,230	10,003	13,000	-2,997	8
<b>Total 4200 Contributed Revenue</b>	<b>\$ 48,447</b>	<b>\$ 55,666</b>	<b>-\$ 7,219</b>	<b>\$599,206</b>	<b>\$686,803</b>	<b>-\$ 87,597</b>	
<b>Total Income</b>	<b>\$ 54,927</b>	<b>\$ 60,666</b>	<b>-\$ 5,739</b>	<b>\$656,582</b>	<b>\$764,303</b>	<b>-\$107,721</b>	
<b>Expenses</b>							
<b>Total 6100 Payroll Expenses</b>	\$ 65,320	\$ 83,991	-\$18,671	\$387,535	\$438,903	-\$ 51,368	9
<b>Total 6210 Charitable Giving</b>	\$ 0	\$ 3,464	-\$ 3,464	\$ 42,475	\$ 24,256	\$ 18,219	10
<b>Total 6220 Program Expenses</b>	\$ 7,351	\$ 9,937	-\$ 2,586	\$ 47,449	\$ 73,756	-\$ 26,307	11
<b>Total 6300 Outreach Costs</b>	\$ 25	\$ 1,300	-\$ 1,275	\$ 24,848	\$ 9,259	\$ 15,589	12
<b>Total 6400 Occupancy Costs</b>	\$ 8,307	\$ 6,606	\$ 1,701	\$ 41,355	\$ 46,365	-\$ 5,010	
<b>Total 6600 Software and Dues</b>	\$ 589	\$ 1,024	\$ (435)	\$ 11,746	\$ 7,184	\$ 4,562	13
<b>Total 6700 Fees and Insurance</b>	\$ 4,601	\$ 3,928	\$ 673	\$ 40,456	\$ 44,544	\$ (4,088)	
<b>6820 Depreciation Expense</b>	\$ 10,993	\$ 10,671	\$ 322	\$ 75,664	\$ 74,700	\$ 964	
<b>6830 Interest Expense</b>	\$ 4,672	\$ 5,746	\$ (1,074)	\$ 32,888	\$ 40,231	\$ (7,343)	
<b>Total Expenses</b>	<b>\$101,859</b>	<b>\$126,667</b>	<b>-\$24,808</b>	<b>\$704,415</b>	<b>\$759,198</b>	<b>-\$ 54,783</b>	
<b>Total Other Income</b>	<b>\$ 73</b>	<b>\$ 0</b>	<b>\$ 73</b>	<b>\$ 8,613</b>	<b>\$ 0</b>	<b>\$ 8,613</b>	
<b>Net Income</b>	<b>-\$ 46,859</b>	<b>-\$ 66,001</b>	<b>\$ 19,142</b>	<b>-\$ 39,220</b>	<b>\$ 5,105</b>	<b>-\$ 44,325</b>	
<b>Non-Operational Expenses</b>	\$ 15,665	\$ 16,417	\$ (752)	\$108,552	\$114,931	\$ (6,379)	
<b>Non-Operational Revenue</b>				\$ 12,692			
<b>Net Operational Income</b>	<b>-\$31,194</b>	<b>-\$49,584</b>	<b>\$18,390</b>	<b>\$56,640</b>	<b>\$120,036</b>	<b>-\$63,396</b>	

1. We were not able to do the event in the last few years because of the building being closed and then Meg's illness.
2. Rental revenue seems to be coming back strongly now that the building has been open awhile.
3. Pledging was down again; however, it seems that it may have rebounded in August.
4. Sunday plate continues to lag. We have added the ability to text to give.
5. "Other Gifts" contains the funds donated for Meg and the staff bonus and unattributed contributions.
6. Most of restricted contributions may not be used for operations - adjusted below.
7. \$59,000 in CARES funds received at the end of last year and \$50,000 not received due to law changing.
8. Other contributed revenue is from ministry teams, etc., which also seems to be coming back.
9. Under due to changes in ministry expenses. Will balance out some by the end of the year.
10. Over due to gifts to Meg and the staff bonuses.
11. Under in professional development expenses, event expenses and ministry teams costs.
12. We made our UUA contributions at the beginning of the year (should even out over the full year)
13. Over due to increased software costs and because costs were distributed early in the year.

**FIRST UNITARIAN UNIVERSALIST CHURCH OF AUSTIN**  
**Projected Year End**  
January - December 2022

	Total		
	Actual through July	Projected	Budget
<b>Income</b>			
4100 Earned Revenue	0		
4110 Event Revenue	0		10,000
4130 Rentals Revenue	59,051	111,230	125,000
4199 Discounts/Refunds Given	-1,675	-1,675	
<b>Total 4100 Earned Revenue</b>	<b>\$ 57,376</b>	<b>\$ 109,555</b>	<b>\$ 135,000</b>
4200 Contributed Revenue	0		
4210 Unrestricted Contributions	0		
4211 Pledge	345,826	622,844	650,929
4212 Sunday Plate	9,006	17,000	30,000
4213 Other Gifts	71,192	85,192	40,000
<b>Total 4210 Unrestricted Contributions</b>	<b>\$ 426,023</b>	<b>\$ 725,036</b>	<b>\$ 720,929</b>
4220 Restricted Contributions	13,191	14,191	
4221 Special Plate	7,910	13,560	10,000
<b>Total 4220 Restricted Contributions</b>	<b>\$ 21,101</b>	<b>\$ 27,751</b>	<b>\$ 10,000</b>
4230 Grants	142,079	142,079	247,141
4290 Other Contributed Revenue	10,003	17,149	29,000
<b>Total 4200 Contributed Revenue</b>	<b>\$ 599,206</b>	<b>\$ 912,015</b>	<b>\$ 1,007,070</b>
<b>Total Income</b>	<b>\$ 656,582</b>	<b>\$ 1,021,570</b>	<b>\$ 1,142,070</b>
<b>Total Expenses</b>	<b>\$ 704,415</b>	<b>\$ 1,264,665</b>	<b>\$ 1,289,665</b>
<b>Total Other Income</b>	<b>\$ 8,613</b>	<b>\$ 14,765</b>	<b>\$ -</b>
<b>Net Income</b>	<b>\$ (39,220)</b>	<b>\$ (228,330)</b>	<b>\$ (147,595)</b>
<b>Non-Operational Expenses</b>	<b>\$ 108,552</b>	<b>\$ 186,089</b>	<b>\$ 197,008</b>
<b>Non-Operational Income</b>	<b>\$ 12,692</b>	<b>\$ 13,000</b>	
<b>Net Operational Income</b>	<b>\$ 56,640</b>	<b>\$ (55,241)</b>	<b>\$ 49,413</b>

I will explain some of the assumptions in this report during the meeting.

# FIRST UNITARIAN UNIVERSALIST CHURCH OF AUSTIN

44

## Balance Sheet As of July 31, 2022

	MAY 2022	JUN 2022	JUL 2022
<b>ASSETS</b>			
Current Assets			
Bank Accounts			
1072 Bill.com Money Out Clearing	3,830	218	184
1110 8009-THCU Checking	572,779	519,394	482,128
1120 RBank Debt Service 676	59,166	59,169	59,171
1130 RBank Construction 668	171,387	162,486	153,585
1140 THCU Money Market	0	0	0
1150 THCU Savings	38	38	38
1160 UFCU Savings	0	0	0
1170 THCU CDs	0	0	0
1189 Petty Cash	200	200	200
1710 UUCEF Permanent Endowment Acct.	273,856	257,766	269,590
1720 UUCEF Mixed Investment Account	339,963	319,989	334,667
1730 UUCEF Murr Music Account	77,225	72,688	76,022
1740 UUCEF Education	731,622	688,638	720,226
<b>Total Bank Accounts</b>	<b>\$2,230,066</b>	<b>\$2,080,586</b>	<b>\$2,095,811</b>
Accounts Receivable			
1210 Accounts Receivable	0	0	0
<b>Total Accounts Receivable</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
Other Current Assets			
1199 Undeposited Funds	0	0	0
1220 VANCO - Payment Reconciliation	0	0	0
1230 Cash/Checks	1,783	-1,091	676
1240 VANCO - ACH/MS	0	0	0
1250 VANCO - ACH	0	0	0
1260 Stripe	3,082	264	793
1310 Prepaid Expenses	18,230	8,603	7,207
1490 Other Current Assets	0	0	0
<b>Total Other Current Assets</b>	<b>\$23,094</b>	<b>\$7,776</b>	<b>\$8,676</b>
<b>Total Current Assets</b>	<b>\$2,253,160</b>	<b>\$2,088,362</b>	<b>\$2,104,486</b>

# FIRST UNITARIAN UNIVERSALIST CHURCH OF AUSTIN

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## Balance Sheet As of July 31, 2022

	MAY 2022	JUN 2022	JUL 2022
Fixed Assets			
1500 Fixed Assets			
1510 Building	3,810,162	3,810,162	3,810,162
1520 Land	3,772,325	3,772,325	3,772,325
1530 Furniture & Equipment	132,994	132,994	132,994
1540 Exterior Structures & Improvements	19,350	19,350	19,350
1590 Accumulated Depreciation	-661,014	-672,007	-683,000
<b>Total 1500 Fixed Assets</b>	<b>7,073,817</b>	<b>7,062,824</b>	<b>7,051,830</b>
<b>Total Fixed Assets</b>	<b>\$7,073,817</b>	<b>\$7,062,824</b>	<b>\$7,051,830</b>
<b>TOTAL ASSETS</b>	<b>\$9,326,977</b>	<b>\$9,151,186</b>	<b>\$9,156,317</b>
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2110 Accounts Payable	17,259	1,823	4,126
<b>Total Accounts Payable</b>	<b>\$17,259</b>	<b>\$1,823</b>	<b>\$4,126</b>
Credit Cards			
2150 Chase Credit Card 3081	107	107	107
Credit card (2900)	54	178	302
Credit card (3081)	1,787	-6,569	-18,268
Credit card (3115)	13	43	72
Credit card (3123)	572	967	1,109
Credit card (4576)	4,067	5,418	7,652
Credit card (8572)	3,380	7,106	7,369
Credit card (9450)	485	1,553	3,056
<b>Total 2150 Chase Credit Card 3081</b>	<b>10,466</b>	<b>8,803</b>	<b>1,399</b>
<b>Total Credit Cards</b>	<b>\$10,466</b>	<b>\$8,803</b>	<b>\$1,399</b>
Other Current Liabilities			
2320 Security Deposits	0	0	0
2410 Payroll Liabilities	0	0	0
2450 Sales Tax Payable	0	0	0
2500 Accrued Interest	0	0	0
2610 PPP Loan	0	0	0
Sales Tax Agency Payable	0	0	0
<b>Total Other Current Liabilities</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Total Current Liabilities</b>	<b>\$27,725</b>	<b>\$10,626</b>	<b>\$5,525</b>
Long-Term Liabilities			
2620 Construction Loan	1,225,167	1,221,002	1,216,668
<b>Total Long-Term Liabilities</b>	<b>\$1,225,167</b>	<b>\$1,221,002</b>	<b>\$1,216,668</b>
<b>Total Liabilities</b>	<b>\$1,252,892</b>	<b>\$1,231,628</b>	<b>\$1,222,194</b>

# FIRST UNITARIAN UNIVERSALIST CHURCH OF AUSTIN

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## Balance Sheet As of July 31, 2022

	MAY 2022	JUN 2022	JUL 2022
Equity			
3110 Unrestricted Net Assets	784,140	784,140	784,140
3120 Restricted Funds	7,429,514	7,429,514	7,429,514
3130 Unrealized Gain/Loss on Investments	-172,707	-256,835	-195,412
Opening Balance Equity	0	0	0
Net Income	33,138	-37,260	-84,119
<b>Total Equity</b>	<b>\$8,074,085</b>	<b>\$7,919,558</b>	<b>\$7,934,123</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$9,326,977</b>	<b>\$9,151,186</b>	<b>\$9,156,317</b>

**Draft 2023 Budget - Interim for 7 months**

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	<b>2022 Budget</b>	<b>2022 Projected</b>	<b>2023 Budget</b>	
Earned Revenue:Event Revenue	\$ 10,000	\$ -	\$ 7,000	Assumes event possible in 2023
Earned Revenue:Rentals Revenue	\$ 125,000	\$ 109,555	\$ 125,000	
Contributed Revenue:Unrestricted Contributions:Pledge, existing members	\$ 638,268	\$ 622,844	\$ 750,000	with aspirational goal for stewardship
Attrition	\$ (22,339)	n/a	\$ (26,250)	We may see giving from new members go up in 2023
New Member Pledge Giving	\$ 35,000	n/a	\$ 40,000	Assumes membership growth
Contributed Revenue:Unrestricted Contributions:Sunday Plate	\$ 30,000	\$ 17,000	\$ 20,000	Assumes growth and that text giving helps
Contributed Revenue:Unrestricted Contributions:Other Gifts	\$ 40,000	\$ 85,192	\$ 70,000	Takes out Meg gift and staff bonuses from 2022
Grants	\$ 222,036	\$ 142,079	\$ 27,000	No federal support, annual transfer from savings
Contributed Revenue:Restricted Contributions:Special Plate	\$ 10,000	\$ 13,560	\$ 13,560	
Revenue: Restricted Revenue	\$ 2,500	\$ 14,191	\$ 2,500	adjustment to 2023 based on no more capital contributions
Contributed Revenue:Other Contributed Revenue	\$ 26,500	\$ 17,149	\$ 20,000	assumes ministry teams growth, but no Paradox Players
<b>Total Revenue</b>	<b>\$ 1,116,964</b>	<b>\$ 1,021,570</b>	<b>\$ 1,048,810</b>	
Payroll Expenses				
Payroll Expenses:Salaries & Wages	\$ 747,700		\$ 721,213	
Labor Related Expense	\$ 8,000		\$ 8,000	
<b>Total Payroll Expenses</b>	<b>\$ 755,700</b>		<b>\$ 729,213</b>	
<b>Non-Payroll Expenses</b>				

**Draft 2023 Budget - Interim for 7 months**

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	<b>2022 Budget</b>	<b>2022 Projected</b>	<b>2023 Budget</b>
<b>Total Charitable Giving</b>	<b>\$ 41,574</b>		<b>\$ 44,731</b>
<b>Total Program Expenses</b>	<b>\$ 121,007</b>		<b>\$ 100,000</b>
<b>Total Outreach</b>	<b>\$ 15,750</b>		<b>\$ 19,172</b>
<b>Total Occupancy</b>	<b>\$ 79,387</b>		<b>\$ 91,035</b>
<b>Software and Dues</b>	<b>\$ 15,050</b>		<b>\$ 16,500</b>
<b>Insurance and Fees</b>	<b>\$ 64,181</b>		<b>\$ 75,265</b>
<b>Depreciation Expense</b>	<b>\$ 128,051</b>		<b>\$ 128,825</b>
<b>Interest Expense</b>	<b>\$ 68,957</b>		<b>\$ 56,338</b>
<b>Non-Cash Expenses Adjustment (Interest and depreciation)</b>	<b>\$ (197,007)</b>		<b>\$ (185,162)</b>
<b>Total Non-Payroll Expenses</b>	<b>\$ 336,949</b>		<b>\$ 346,703</b>
<b>Total Payroll Expenses</b>	<b>\$ 755,700</b>		<b>\$ 729,213</b>
<b>Search Team</b>			<b>\$ 20,000</b>
<b>Total Expenses</b>	<b>\$ 1,092,649</b>	<b>\$ 1,078,576</b>	<b>\$ 1,095,916</b>
<b>Total Revenue</b>	<b>\$ 1,142,069</b>	<b>\$ 1,021,570</b>	<b>\$ 1,048,810</b>

Adjusted based upon current year  
Add dollars for KUT or other?

**Net Income/Loss**                      **\$ 49,420**    **\$ (55,241)**    **\$ (37,106)** Takes out non-operational income and adds in interest and dividends of about \$10,000

2022 projected does not currently include line item expense projections; however, these are taken into account in 2023 budget projections  
Revised 09/08/22 based upon July financials



**Draft 2023 Budget - Interim for Full Year**

49

	<b>2022 Budget</b>	<b>2022 Projected</b>	<b>2023 Budget</b>	
Earned Revenue:Event Revenue	\$ 10,000	\$ -	\$ 7,000	Assumes event possible in 2023
Earned Revenue:Rentals Revenue	\$ 125,000	\$ 109,555	\$ 125,000	
Contributed Revenue:Unrestricted Contributions:Pledge, existing members	\$ 638,268	\$ 622,844	\$ 750,000	with aspirational goal for stewardship
Attrition	\$ (22,339)	n/a	\$ (26,250)	We may see giving from new members go up in 2023
New Member Pledge Giving	\$ 35,000	n/a	\$ 40,000	Assumes membership growth
Contributed Revenue:Unrestricted Contributions:Sunday Plate	\$ 30,000	\$ 17,000	\$ 20,000	Assumes growth and that text giving helps
Contributed Revenue:Unrestricted Contributions:Other Gifts	\$ 40,000	\$ 85,192	\$ 70,000	Takes out Meg gift and staff bonuses from this year
Grants	\$ 222,036	\$ 142,079	\$ 27,000	No federal support, annual transfer from savings
Contributed Revenue:Restricted Contributions:Special Plate	\$ 10,000	\$ 13,560	\$ 13,560	
Revenue: Restricted Revenue	\$ 2,500	\$ 14,191	\$ 2,500	adjustment to 2023 based on no more capital contributions
Contributed Revenue:Other Contributed Revenue	\$ 26,500	\$ 17,149	\$ 20,000	assumes ministry teams growth, but no Paradox Players
<b>Total Revenue</b>	\$ 1,116,964	\$ 1,021,570	\$ 1,048,810	
Payroll Expenses				
Payroll Expenses:Salaries & Wages	\$ 747,700		\$ 748,359	
Labor Related Expense	\$ 8,000		\$ 8,000	
<b>Total Payroll Expenses</b>	\$ 755,700		\$ 756,359	

**Draft 2023 Budget - Interim for Full Year**

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	<b>2022 Budget</b>	<b>2022 Projected</b>	<b>2023 Budget</b>
<b>Total Charitable Giving</b>	<b>\$ 41,574</b>		<b>\$ 44,731</b>
<b>Total Program Expenses</b>	<b>\$ 121,007</b>		<b>\$ 100,000</b>
<b>Total Outreach</b>	<b>\$ 15,750</b>		<b>\$ 19,172</b>
<b>Total Occupancy</b>	<b>\$ 79,387</b>		<b>\$ 91,035</b>
<b>Software and Dues</b>	<b>\$ 15,050</b>		<b>\$ 16,500</b>
<b>Insurance and Fees</b>	<b>\$ 64,181</b>		<b>\$ 75,265</b>
<b>Depreciation Expense</b>	<b>\$ 128,051</b>		<b>\$ 128,825</b>
<b>Interest Expense</b>	<b>\$ 68,957</b>		<b>\$ 56,338</b>
<b>Non-Cash Expenses Adjustment (Interest and depreciation)</b>	<b>\$ (197,007)</b>		<b>\$ (185,162)</b>
<b>Total Non-Payroll Expenses</b>	<b>\$ 336,949</b>		<b>\$ 346,703</b>
<b>Total Payroll Expenses</b>	<b>\$ 755,700</b>		<b>\$ 756,359</b>
<b>Search Team</b>			<b>\$ 20,000</b>
<b>Total Expenses</b>	<b>\$ 1,092,649</b>	<b>\$ 1,078,576</b>	<b>\$ 1,123,062</b>
<b>Total Revenue</b>	<b>\$ 1,142,069</b>	<b>\$ 1,021,570</b>	<b>\$ 1,048,810</b>

Adjusted based upon current year  
Add dollars for KUT or other?

**Net Income/Loss**                      **\$ 49,420**    **\$ (55,241)**    **\$ (74,252)** Takes out non-operational income and adds in interest and dividends of about \$10,000

2022 projected does not currently include line item expense projections; however, these are taken into account in 2023 budget projections

Revised 09/08/22 based upon July financials

Monitoring Report  
September 10, 2022

End 1.4.6 – We partner with other organizations and faith communities to dismantle a culture of white supremacy and other systems of oppression, within ourselves, within our church community, and beyond our walls

By “a culture of white supremacy” we mean:

\*Culture refers to the knowledge, experience, beliefs, values, attitudes, meanings, communication, way of life, hierarchies, religion, notions of time, roles, spatial relations, concepts of the universe, and material objects and possessions acquired by a group of people in the course of generations through teaching, modeling, media, education, and other methods of passing down a collective stance toward the world.

Culture is the knowledge shared by a group of people.

Culture is communication, communication is culture.

A culture is a way of life of a group of people--the behaviors, beliefs, values, and symbols that they accept, generally without thinking about them, and that are passed along by communication and imitation from one generation to the next.

Culture is a collective programming of the mind that distinguishes the members of one group or category of people from another.

Cultural racism is how the dominant culture shapes norms and defines reality to advantage white people and oppress People of Color, making whiteness the norm and promoting (consciously and unconsciously) the ideology that the ideas, thoughts, actions, and beliefs of white people are superior to those of People of the Global Majority.

“White supremacy culture is an artificial, historically constructed culture which expresses, justifies and binds together the United States white supremacy system. It is the glue that binds together white-controlled institutions into systems and white-controlled systems into the global white supremacy system.”

*[from Sharon Martinas and the Challenging White Supremacy Workshop]*

- adapted from resources available on the “Showing up for racial justice” web site.

We will spend time and attention learning about these attitudes and beliefs within ourselves. We will become aware of how white supremacy culture manifests itself at First UU. We will create a vision of what we, our congregation, and our community would look like if whiteness culture were not dominant. We will call attention to the white-controlled institutions of the US and see how white supremacy is manifested around the world.

We will not attempt to do this alone. We will work with anti-racism organizations in our community, particularly those led by People of Color, with TX UU Justice Ministry, Austin Sanctuary Network, UU Allies for Racial Equity and other groups to learn how we can use our privileges of citizenship, able-bodiedness, education, whiteness, or political connection to help take apart this entrenched system. We recognize that white supremacy culture is connected to patriarchy, a world-wide system perpetuated by both men and women that advantages men and disadvantages women. We will also spend time and attention learning how patriarchy manifests in ourselves, in our congregation and in our community.

Measures:

*I have left the 2021 report in Italics for comparison.*

**We will note the organizations with whom we have partnered in the past year.**

We partner with Texas UU Justice Ministry, Austin Tan Cerca de la Frontera, the National Sanctuary Network, the Austin Sanctuary Network, the Austin Justice Coalition, Just Texas and Texas Freedom Network, The Bridge Collective and others. We have are actively involved with our Unitarian Universalist Side with Love Campaign. We are developing relationships with other local labor unions, civil rights organizations and non-profits that work for justice.

We are rebuilding our relationships with service organizations as we come out of the pandemic.

As we revitalize our social action efforts now that isolation due to the pandemic seems to have ended, our social justice council is establishing new relationships in our area. The council is also forming sub-teams to address various social justice issues, and those sub-teams will also form relationships with the applicable organizations.

Our Green Sanctuary group has relationships with our UU Ministry for the Earth, the Seirra club and others.

Our change team disbanded awhile back, and our people of color and white allies groups did so also. In talking with some of the leaders of the people with color group, there is not a strong desire to recreate the group. We are looking at ways to form a new structure for anti-racism/anti-oppression and the 8<sup>th</sup> principle.

Our LGBTQI Heart Circle group continues going strongly, and we have integrated it into our RE program and Chalice Circles curricula.

*This has been a Pandemic year, when the church building has been closed, and many of our normal activities have been curtailed.*

*We continue to partner with Texas UU Justice Ministry, with Austin Tan Cerca de la Frontera, with the National Sanctuary Network and the Austin Sanctuary Network. Our White Allies group partners with the Austin Justice Coalition and TXUUM.*

*We also partner with Hands on Housing, CROP Walk, and ARCH, but we have done little since the building closed and people are not encouraged to gather.*

*The Board of Trustees conducted an interview with kYmberly Keeton, an archivist and genealogist at the Austin History Museum. In the video were book suggestions for further reading about Austin's history, as Dr. Keeton urged us to learn the history of our own families, their involvement with enslaving Black people, and then to find the descendants of those people to begin building relationships.*

*Our Change Team has moved to being involved with other First UU ministry teams, but their work has largely faded, as many of the members of the team have stepped back from the church*

**We will list the learning opportunities the congregation has offered as we seek to understand how best to free ourselves and our world from the continuing trauma of this entrenched system.**

We have continued having the Moment for Beloved Community each week and have expanded the topics and media we use for it. We have started providing more opportunities to participate in social action both within the church after Sunday services and throughout the week, both at the church and beyond, such as folks from the church attending marches and rallies.

We formed and promoted a book discussion group regarding white supremacy. We have promoted a local UU anti-racism/8<sup>th</sup> Principle Training and have several folks who have said they will attend.

This topic often comes up within sermons, and the sermons on our values and our ends by their very nature touched upon this.

*After we say our mission, on most Sundays, we have continue to have a brief moment of awareness of white supremacy culture. This way no one has to sign up for a workshop or come to anything other than a Sunday morning service to be invited to give some thought to what is normally not thought about. That "not thinking about it" is a privilege of those who identify as white, and we give up that privilege just a little each Sunday morning.*

**We will embody a culture of appreciation and gratitude.**

The board continues to send thank you notes. Rev. Chris also sends thank you email messages and sends an email message to all new members after they join to express gratitude, welcome them and invite them into further conversation about getting connected within the church.

We have been publicly recognizing and thanking folks for their service to the church during worship services.

We continue to receive favorable comments and appreciation for the livestream of our services.

Rev. Chris has begun attending the beginning of meetings of various church groups to express appreciation for folks participation in such groups.

*The board signs thank you notes to volunteers who work on behalf of the congregation. Some members of the congregation is “vocal” about thanking those who put services together in the comments as we watch together Sunday mornings.*

**We will teach that mistakes sometimes lead to learning and can show creative ways to think about challenges.**

We have addressed this in the moment for beloved community, sermons, classes and one on one meetings with staff and congregants.

*Addressed in sermons, staff meetings, and classes with some frequency.*

**We will have reasonable work schedules and give things the time they need to happen. We will plan far enough ahead so a sense of urgency does not distract us from doing important work.**

This has continued to be challenging, as we are short-staffed and have experienced a number of staff illnesses and such. In staff meetings, we have given permission for staff to let go or delay that which is not a high priority. We have been utilizing volunteers more. Kelly Stokes created an online system for us to log our major responsibilities and let one another know if either (a) others on staff have the skills that we could cover for that responsibility of needed or (b) we would be willing to be cross-trained regarding that skill. We have gotten so busy though, that we have not been able to follow through fully on all of this.

Meg’s retirement and the loss of a fellow staff member have weighed heavily on the staff.

*This is difficult, and we are trying to make progress. The Pandemic has had unintended consequences in that all staff are looking at the different work we must do now as services and religious education classes now are remote. The work is more intense, but with less running around, as most of us are working from our homes.*

**We will pay attention to our own defensiveness and the defensiveness in the system, and we will think creatively about how to approach defensiveness with curiosity and love in order to further the congregation’s mission.**

We continue to address this in sermons, classes and staff meetings, as well as in one-on-one meetings.

*This will be addressed in sermons, classes and staff meetings.*

**We will have a staff covenant which articulates the way we want to work with each other and with the congregation.**

We have a staff covenant. The ministers have also drafted a covenant among ourselves and plan to also establish a covenant with our minister emerita. Likewise, we have a draft covenant with our community minister, which will be finalized after Jonalu officially comes on board.

*We have a staff covenant which changes with the addition of each new staff member.*

**We will understand that there is more than one way to do things, and more than one solution to most problems.**

We continue to address this in sermons, classes and staff meetings. Our church management team meets weekly and brainstorms creative ways of carrying out church functions and ministries. The entire church staff meets monthly

*This is addressed in sermons, classes and staff meetings.*

**We will notice either/or thinking, name it, breathe, and see all options and choices more clearly.**

We have talked with staff about using both/and or even multiplicity thinking. This might be valuable for board and ministry team conversations also.

*We think about this a lot, and we are making progress.*

**We will model shared ministry in the leadership and with congregants.**

This has become more possible now that we are back to being able to get together in person. A number of our lay leaders are revitalizing and reimagining a number of our church ministries with strong support from Rev. Chris and the applicable staff.

Our Caring Council and Memorial Services Teams will be offering expanded lay pastoral care soon.

We will be calling a leadership meeting to increase communication among lay leaders and to offer further training, especially on our online Church Center system that may be helpful to them

in organizing and communicating with their teams. Our social action team and chalice circle groups have been using this technology very effectively.

We have a number of lay led spirituality and spiritual practices groups.

Many of our ministries have begun to grow and revitalize again (see the attached list).

*This has been difficult with the remote services, as those who participate must understand how to make and send recordings. The Sr. Minister is signed up for a seminar on creating multi-cultural worship, as that is one bit of feedback we receive from POC members and friends, that our services are heavily white-Protestant- "old school."*

*We are asking people to consider writing chalice lightings as a way to involve them in the worship.*

### **We will have ways to approach conflict within the congregation.**

The healthy relations team stopped meeting during the pandemic. Rev. Chris is exploring ways to bring it back or form an alternative.

We have established a church covenant, which is read at all congregational meetings and featured on our website. We have established Serious Breach of Covenant, Disruptive Behavior, and Grievance, Complaint, and Conflict Resolution policies, which are also available on the church website: <http://austinuu.org/wp2013/governance/church-policy/>

We have held training sessions during staff meetings to help them learn skills for dealing with conflict and have had sermons for the congregation on this topic also. Rev. Chris has preached on the covenantal basis of our faith and will do so again in the coming months.

*The Healthy Relations Team helps with conflict within the congregation. They write a helpful "Covenant Corner" article for the Friday electronic news. They also meet with congregants who are having difficulties with one another. They did this once in an ongoing conflict, with mixed results. We also have a complaint procedure lined out on the church web site.*

### **We will value a work style which is team oriented, and gently discourage people who are trying to do everything themselves.**

Some of this was addressed in the topics above. Our staff are very supportive of one another and often work together as a team.

By moving toward a ministry teams model for our co-ministries within the church rather than a committees model, we are also encouraging a team orientation.

*We try, and we support one another as a team.*



**We will not only be open to different points of view, but we will invite and encourage differing points of view.**

We continue the approach outlined below. We are also working with the leadership of many of our ministry teams to ask for their points of view and creative new and creative approaches to all of our ministries.

It is incumbent on all of us to actively seek ways to invite people of color and folks from other traditionally marginalized groups into leadership positions and to purposefully seek out their perspectives.

We are working to include people of color more in leadership positions during worship services.

*When we have discussions, we try to elicit many points of view. The formal process is to make lists: “What is the best that could happen?”*

*“What is the worst that could happen?” That way, those who are habitually looking for the downside don’t have to do that important work alone.*

**We acknowledge that, in order to live into our mission, most of us will have to sit with discomfort from time to time. We will notice and resist the tendency to scapegoat those among us who cause discomfort in service of furthering the mission.**

We occasionally still have a few folks complain about discomfort with the moment for Beloved Community and as we experiment with differing worship styles and formats, as well as about applause after music or other worship elements.

We will continue to work into worship and other educational opportunities, discussion about how doing the work of dismantling systems of oppression will involve making mistakes and experiencing discomfort at times.

*From time to time, some congregants complain about the discomfort. Phrased as “white bashing,” they don’t like it and they are staying away from church because of it. This is only two people that I know of, but there may be more who have just been quiet about it.*

Ministry Team/Group	#	Notes
Adult Choir	20	
Anti-white Supremacy Book Group	10	Newly started. Imagined as laying groundwork for anti-racism group
Board of Trustees	11	
Book Clubs	20	
Bookstore	5	
Caring Council	8	being reimagined
Chalice Circles	28	still enrolling
Denominational Affairs	1	
Emerging Adults Covenant Group	11	
Fun and Fellowship	5	
Gallery	7	
Green Sanctuary	11	
Inside Amigos	10	
Inside Books Project	4	
Kitchen Volunteers	8	
LGBTQI+ Heart Circle	12	
Meditation Group	12	12 active participants, 34 on email - others sometimes participate
Membership	5	
Memorials Team	4	being reimagined
Men's Breakfast	20	
Nominating	5	
OWL Facilitators	22	statewide
Pagan Alliance	11	
Reader's Theatre	8	
Senior Lunch		Just starting again
Sisters	7	
Social Action Council	68	sub-teams being formed
Stewardship	11	
Teacher training	17	
Transformation through Connections and Service	8	being reimagined
Ushers/greeters	8	
Wellspring	10	still enrolling

Women's Spirituality Group	10	
Young Audlts	10	
Youth Choir	4	

## 2022 Congregational Survey [approx 10 minutes]

**Dear Members and Friends of First UU Church of Austin:**

**Your annual input is of critical importance to both the Board of Trustees and the Ministry Team since we evaluate our progress annually. You are helping us identify areas that need additional attention.**

**Also, we love your comments! We leave space for open-ended comments which are read by the Board and the Ministry Team. Please provide your contact information if you need an issue addressed directly and someone will be in touch.**

**Thank you.**

**The Board of Trustees and Ministry Team**

**Before we start asking about specifics, how are you feeling generally?**

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

## Ensuring our Ends to help us achieve our mission

**The First UU Ends are an important part of our convent. They express how we work work on our mission:**

***Together we nourish souls, transform lives, and do justice to build the Beloved Community.***

**You help us determine if we meeting our Ends to help us achieve our mission by answering two questions about each End.**

1. Of our ten Ends, which are the most important to you, and
2. How well progressing are we towards reaching them?

	Importance to you	Performance of Church
Acting on and living our values	<input type="text"/>	<input type="text"/>
Teaching Unitarian Universalist values to our (collective) Kids	<input type="text"/>	<input type="text"/>
Practicing a rich spiritual life	<input type="text"/>	<input type="text"/>
Supporting one another	<input type="text"/>	<input type="text"/>
Caring for the Earth	<input type="text"/>	<input type="text"/>
Intergenerational fun and fellowship	<input type="text"/>	<input type="text"/>
Inviting others to find a spiritual home with us	<input type="text"/>	<input type="text"/>
Dismantling a culture of white supremacy	<input type="text"/>	<input type="text"/>
Collaborating with the greater Unitarian Universalist community	<input type="text"/>	<input type="text"/>
Being generous with our time, talent, and treasure	<input type="text"/>	<input type="text"/>

## Please tell us more about yourself

**By providing answers to the questions in this section you will help us understand whose voices we are hearing. The questions in this section are entirely voluntary.**

1. Your Age (mark one)

☐ Under 18

☐ 45-64

☐ 18-29

☐ 64-85

☐ 30-44

☐ 85+

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

☐ Age 2 or under

☐ Age 7-12

☐ Age 3-6

☐ Age 13-18

3. How do you describe your race?

4. How long have you attended First UU Church of Austin?

☐ Less than 1 year

☐ 7-10 years

☐ 1-3 years

☐ 10-20 years

☐ 4-6 years

☐ 20+ years

5. How did you find out about First UU?

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

Please indicate whether you believe your household is:

☐ Low-income

☐ Middle-income

☐ Upper-income

7. Do you make a financial pledge to First UU Church of Austin?

☐ Yes

☐ No

☐ No, but I would if...



## Engaging with the First UU community

**Even as we are back to in person activities, we want to understand how you engaged with First UU over the last 12 months. These following questions help us determine the impact and benefits of virtual church.**

1. How do you prefer to participate?

- ☐ Attend in person only
- ☐ Prefer in person, and join online if not
- ☐ Prefer online, but I can attend in person when I choose
- ☐ Prefer online, I can NOT attend in person
- ☐ Other (please specify)

2. Is FUUCA part of your Sunday routine?

- ☐ I'm not active in FUUCA
- ☐ No. I come when the spirit moves me
- ☐ Yes, but I miss about half the time
- ☐ Yes, but I sometimes miss a Sunday
- ☐ I'm a regular!

3. Beyond Sunday services, how often do you engage in other church activities?

- ☐ 0 -- none
- ☐ 1-3 times a month
- ☐ 4-10 times a month
- ☐ I stopped counting!

4. Which activities do you prefer online?

5. Which activities do you prefer to be hybrid  
(meeting is in person with an online option?)

6. Would you like the **Transformation, Service, Connections** group to contact you about getting more involved at First UU Austin?

☐ Yes (you can also email [transform@austinuu.org](mailto:transform@austinuu.org))

☐ No

We love your free form comments!

1. Reflecting on Reverend Meg's tenure: what unique strengths did she bring to First UU?

2. What question do you wish we'd asked but didn't?

3. Any final comments? Please share, we read every comment!

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

**Name**

**ZIP/Postal Code**

**Email Address**

**Phone Number**

Thank you so much! By completing this survey, you will allow the Board and Ministry Team to better apply resources to meet the goals and demands of the congregation!

**First UU Austin Board of Trustees  
Meeting Process Review**

Date: \_\_\_\_\_

Name of Evaluator: \_\_\_\_\_

Ratings: S indicates Satisfactory; NI indicates Needs Improvement; UNS indicates Unsatisfactory

**1. Preparation**

The board was prepared for this meeting.	S	NI	UNS
--	---	----	-----

**2. Action Items - Previous**

Last month's action items were completed.	S	NI	UNS
---	---	----	-----

**3. Timing**

Appropriate time was allocated and spent on agenda items.	S	NI	UNA
---	---	----	-----

**4. Policy Governance**

Policy governance was observed.	S	NI	UNS
---------------------------------	---	----	-----

**5. Covenant**

The board covenant was observed.	S	NI	UNS
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**6. Participation**

All board members had the opportunity to participate in discussions and decision-making.	S	NI	UNS
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**7. Action Items - Current**

Clear action items were identified from this meeting.	S	NI	UNS
---	---	----	-----

**8. Overall**

	S	NI	UNS
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**Comments:**