

MEETING AGENDA - First UU Austin Board of Trustees

Meeting

Meeting Date	Tuesday, October 18, 2022
Start Time	6:30 PM
End Time	8:30 PM (CST)
Location	Zoom - https://zoom.us/my/firstuuaustin (password = 512452) Zoom ID: 940 671 9275 Dial in number: (346) 248-7799 or (669) 900-6833
Purpose	Regular scheduled meeting

RSVP

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

Agenda

1. Coming Back into Covenant

1.1. Chalice Lighting and Opening Words	Suzette Emberton / 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.

1.3. Confirm Timekeeper and Process Evaluator	Nesan Lawrence / 2 min. (6:34 PM - 6:36 PM)
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Time Keeper: Kelly Raley

Process Evaluator: Joseph Hunt

1.4. Approve Agenda and Consent Agenda	Nesan Lawrence / 2 min. (6:36 PM - 6:38 PM)
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- September Board meeting minutes
- Monitoring of End 1.4.7
- Monitoring of End 1.4.8
- Interpretation of End 1.4.2

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Documents

- Minutes-2022-09-20-v1.pdf 4-7
- 1.4.7 monitoring report 2022.pdf 10-13
- 1.4.8 monitoring report 2022.pdf 14-15
- 1.4.2 interpretation 2021.pdf 16-20

2. Connecting with our Moral Ownership

2.1. Visitor's Forum

Nathan Walther / 15 min. (6:38 PM - 6:53 PM)

Amanda Ray to talk about OWL program

2.2. Recognition of Church Volunteers and Staff

Donna Carpenter / 5 min. (6:53 PM - 6:58 PM)

2.3. Moment with Rev. Chris

Chris Jimmerson / 10 min. (6:58 PM - 7:08 PM)

2.4. Moment with Rev. Jonalu

Jonalu Johnstone (7:08 PM - 7:08 PM)

2.5. Approve Rev. Jonalu's Housing allowance

Jonalu Johnstone / 2 min. (7:08 PM - 7:10 PM)

3. Monitoring our Progress

3.1. OKRs Discussion

Kelly Raley / 15 min. (7:10 PM - 7:25 PM)

3.2. FUUCA Financials Update

Chris Jimmerson / 15 min. (7:25 PM - 7:40 PM)

Documents

- August2022FinancialStatements.pdf 21-026
- 2023budgetrolledup10-10-22.pdf 27-28

3.3. Stewardship - Pledging Trends

Nathan Walther / 15 min. (7:40 PM - 7:55 PM)

Documents

- Monthly Active Donors.pdf 29
- Monthly Total Giving.pdf 30
- 2019 Histogram.pdf 31
- 2020 Histogram.pdf 32
- 2021 Histogram.pdf 33

3.4. Update from Linkage Committee

Russell Holley-Hurt / 10 min. (7:55 PM - 8:05 PM)

Documents

- Linkage Committee October 2022 Meeting Update.pdf 34

4. Learning & Creating the Future

4.1. Board Book Discussion

Nathan Walther / 15 min. (8:05 PM - 8:20 PM)

Chapters 1 and 2 of 'Do Better' by Rachel Ricketts



5. Adjourn

5.1. Action Items and Announcements

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

Let's review the action items from this meeting:

5.2. Assign Roles for Next Meeting

Nesan Lawrence / 2 min. (8:22 PM - 8:24 PM)

Assign roles for:

- Readings
 - Timekeeper
 - Process Evaluator
 - Snacks
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5.3. Process Evaluation

Joseph Hunt / 2 min. (8:24 PM - 8:26 PM)

Documents

- Board process review form.docx 35
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5.4. Extinguishing the Chalice and Closing Words

Suzette Emberton / 2 min. (8:26 PM - 8:28 PM)



MEETING MINUTES - First UU Austin Board of Trustees

Meeting

Date	Tuesday, September 20, 2022
Started	6:30 PM
Ended	8:40 PM (CST)
Location	Zoom - https://zoom.us/my/firstuuaustin (password = 512452) Zoom ID: 940 671 9275 Dial in number: (346) 248-7799 or (669) 900-6833
Purpose	Regular scheduled meeting
Chaired by	Nesan Lawrence
Recorder	Vic Cornell

Attendance

Present:	Donna Carpenter, Vic Cornell, Russell Holley-Hurt, Joseph Hunt, Chris Jimmerson, Jonalu Johnstone, Mateo Kresha, Nesan Lawrence, Kelly Raley, Dave Riehl, Kelly Stokes, Erin Walter, Nathan Walther
Late:	Suzette Emberton, Rob Hirschfeld
Regrets:	Shannon Posern
Absent:	Martha Arrendando

Minutes

1. Coming Back into Covenant

1.1. Chalice Lighting and Opening Words

Dave Riehl read while Nesan Lawrence lit the chalice.

Adapted from opening words for a leadership service by Gina Whitaker:

*Remembering we are a religious community,

We strive to set our goals, develop our policies and, express our opinions

With love at the top of all agenda items.

*Remembering we hold open the door to welcome the multitudes who may yet enter,

We set the pace, teach by example, and encourage growth

Sustaining a spirit of abundance and a connection to the greater good.

*Remembering that we hold the lamp to illuminate others' visions,

We pledge our service, listen to each other, and pool our individual gifts

With transformation as our overreaching goal.

Status: Completed

1.2. Reading of Board Covenant

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



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

All present read the board covenant aloud together.

Status: Completed

1.3. Confirm Timekeeper and Process Evaluator

Time Keeper - Joe

Process Evaluator - Kelly

Confirmed.

Timekeeper: Joseph Hunt

Process Evaluator: Kelly Raley

Status: Completed

1.4. Approve Agenda and Consent Agenda

Ends interpretation for 1.4.7 and 1.4.8

Monitoring reports for Executive Limitations 2.4 and 2.7

Consent agenda includes:

- Minutes from 8/16/22 meeting
- Ends 1.4.6
- Ends 1.4.7
- Ends 1.4.8

The board approved the consent agenda.

Status: Completed

Documents

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

2.1. Recognition of Church Volunteers and Staff

Thank you cards were passed around and signed by all board members present.

Kelly Stokes will coordinate with Donna Carpenter to get names of people that have been helping with the coffee service for the next round of cards.

Status: Completed

2.2. Interim Objectives and Key Results (OKRs)

- 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

Discussion led by Kelly Raley

- The most current OKRs is located here:
- https://docs.google.com/document/d/1NmmJ04YJsnjQRrsxQ-uo_b75DiwBKeKNGRPQFVC1yvk/edit?usp=sharing
- We also hope to use some of the UUA Interim Ministry Appraisal for our OKRs:
- https://www.uua.org/files/doc/i/interim_ministry_appraisal.docx
- There is now a shared google drive of board documents:
- https://drive.google.com/drive/folders/1u6sbKpkzTdBbFn8F5tHn6_GxRbRrDcJx?usp=sharing

Status: Completed

Documents

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

2.3. Moment with Rev. Chris

Discussion led by Rev. Chris Jimmerson

- The KUT sponsorship seems to be helping. We've had an increase in attendance, as well as increases in visitors and volunteers. It's also helping members' moral.
- Rev. Chris is trying to follow up personally with potential new members, even skipping the Path to Membership class, if necessary.
- There is a new Grounds Committee being assembled, which will be working on campus beautification. They've cleaned out hallways and storage areas.
- The Healthy Relations team is re-forming.
- The Memorial Service team is re-imagining how they're going to be doing things.
- There is still a fair amount of Covid trauma amongst the membership.
- Even though the Board will not be going over the Monitoring Reports, they should continue to read them as they are distributed. Rev. Chris will be reworking the report format to make them a little more useful.

Status: Completed

Documents

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

2.4. Financials Update

Discussion led by Rev. Chris Jimmerson

- Most of our expenses are on track. It's our revenue that isn't what we had hoped for.
- Explanation of investment accounts:
 - Mixed investment account - effectively our savings. Use is restricted in bylaws.
 - Permanent endowment fund - Use is restricted in bylaws.



- Mer music fund - Use is restricted in bylaws. That said, we might use some of that money for a concert fundraiser. Rev. Chris will speak with Brent Baldwin about possibilities along those lines.
- Education fund - Donor restricted, only for RE uses.
- Of the two proposed budgets presented to the Board previously, Rev. Chris is now recommending that we go with the higher one. The Board concurs.

Status: Completed

Documents

- FinancialreportsJuly2022.pdf
- 2023budgetrolledup09-13-22.pdf
- 2023budgetinterimthroughJulymorolledup09-013-2022.pdf

2.5. Visitor's Forum

Liz Nielsen from the Stewardship Committee will be the guest.

Liz Nielson, Chair of the Stewardship Committee

Introduced by Russell Holley-Hurt

- We are setting the highest ever goal for this year's fundraising. \$850,000
- Celebration Sunday is 10/2/22. Service will be followed by a party. That will kick off our pledge drive season.
- We are focusing on increasing membership this year, as well as making the big financial asks.
- This year the Board will need to be more involved with the Stewardship Committee, due to our money troubles.
- Our cash reserves will be exhausted by the end of 2023 if we can't improve our revenue. 2024 will be when our Capital Campaign loan payments will start, as well as hopefully having a settled minister on the payroll.
- Liz will try to find giving guideline to share with the congregation.

Status: Completed

3. Monitoring our Progress

3.1. Monitoring Reports (Ends and/or Executive Limitations)

Monitoring End 1.4.6

Discussion led by Rev. Chris Jimmerson

- Rev. Chris will be looking at adding some quantitative measures into the next report.
- He will also be evaluating our interpretations of the ends.

The Board approved of Rev. Chris meeting the ends, unanimously.

Status: Completed

Documents

- 1.4.6 09-2022.pdf

3.2. Fall Congregational Survey

Discussion led by Rob Hirschfeld

- This year's survey will incorporate some of the feedback that we got after last year's survey.
- Fewer questions, with fewer answer options.
- Everyone should email Rob with any questions, comments, or edits.

Status: Completed



Documents

- Draft Congregational Survey - Fall 2022.pdf

4. Learning & Creating the Future

4.1. Board Book Discussion

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

Finishing discussion of Congregational Leadership in Anxious Times by Peter Steinke

- Russell Holley-Hurt distributed some notes about the book via MyCommittee
- Some take-aways include:
 - Conflict can be good and we should lean into it
 - Leadership has to believe in their convictions

Status: Completed

4.2. Selecting Book/Podcast for rest of Board year

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>
- Nesan Lawrence took a poll asking people to select between a book or a podcast. Book won the poll.
- Nesan will send email survey for members to vote on.
- Final selection is Do Better: Spiritual Activism for Fighting and Healing from White Supremacy by Rachel Ricketts
- Nathan Walther will lead book discussion at the next meeting.
- Everyone should read the first two chapters before then.

Status: Completed

5. Adjourn

5.1. Action Items and Announcements

Let's review the action items from this meeting:

- Kelly Stokes will create a shared google folder of Board Documents
- Nesan Lawrence will distribute stewardship numbers
- Nesan Lawrence will take an email vote on the next book for discussion

Status: Completed

5.2. Assign Roles for Next Meeting

Assign roles for:

- Readings
- Timekeeper



- Process Evaluator
- Snacks
- Book/Podcast Discussion

- Readings: Suzette Emberton
- Time Keeper: Kelly Raley
- Process Evaluator: Joseph Hunt
- Snacks: Dave Riehl
- Book Discussion: Nathan Walther

Status: Completed

5.3. Process Evaluation

Kelly Raley found the Board satisfactory in all respects.

Status: Completed

Documents

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

Dave Riehl read while Nesan Lawrence extinguished the chalice.

For our closing, I will leave you with two short thoughts for the price of one.

*From Amy Dickinson, the “Ask Amy” columnist:

“We are not our best intentions. We are what we do.”

*And from Winston Churchill:

“Success is not final. Failure is not fatal. It is the courage to continue that counts.”

Status: Completed

End #7 Interpretation

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

We have been asked by the region to be a “hub” congregation where classes and events can be held. . 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.

Measures

We will note the number of classes we offer which involve other congregations.

We will list the national efforts in which our ministers are involved.

We will note the actions and events we do with other congregations to increase the visibility of UUism in our area.

We will list the events which are held here as we act in our capacity as a hub congregation for this area.

We will note the number of pieces published by our ministers

We will count the number of views of our streamed services.

I moved the reports from the prior two years to the end of this document, as with a third year accumulated, it was becoming confusing to read.

In 2022:

Classes with other congregations: We worked with the Texas UU Justice Ministry to provide an OWL facilitators training attended by folks from across our area and even the state. Our summer camp was held in person this year and again adults and children from other local congregations participated.

Other UU congregations continue to using our services at their churches, or our music, or just the sermons.

Our Men's retreats and Women's retreats at UBarU involve people from other UU churches, and our weekly men's luncheon involves men from other churches as well.

National efforts in which our ministers are involved:

Our sermons continued to be picked up by other congregations, as is Meg's music. Chris is mentoring a minister in preliminary fellowship, as well as two seminary students

Chris has been serving on the national Collegial Development Team of the Unitarian Universalist Ministers Association.

Our new interim minister of joy and justice also serves as executive director of the Texas UU Justice Ministry.

Our new interim minister of reflection and discovery is the author of Scripture Unbound: A Unitarian Universalist Approach

Actions and events with other congregations to increase UU visibility:

Our ministers have spoken at events and rallies regarding reproductive justice and a number of our members have attended rallies regarding a number of social justice issues. Folks from other area congregations have also attended these, and we utilize the Side with Love artwork to identify as all being UUs.

Number of pieces published by the ministers:

2022: There are no new updates on this topic except that our Minister Emerita recently published a piece in the UU publication, "Braver/Wiser". Rev. Chris helped edit a document from the UUMA; however, he was not one of the main writers in this case.

Number of views of our services

Facebook has altered their online analytics, so a direct comparison to the exact data format presented last year was not possible (at least I could not figure out how Facebook to present it in the same way).

As of October 7, our year-to-date Facebook page reach was 26,521, up 61.8%. Interestingly, our reach has been greater in several of the months after we were no longer only doing online services. Reach includes all content, not just service videos

Our service videos have been getting in the range of 250 to 450 views.

Updated October 2022

Prior years:

Classes with other congregations: 2020 report: *Our three OWL classes are coordinated with those at Live Oak, so if any of our folks can't do it on our schedule, they can join the class at Live Oak, and vice-versa.*

The UU congregation in SA, Live Oak and First UU made a Coming-of-Age retreat at UBarU together last October.

Our Camp UU, Hogwarts, online by Zoom this past summer, included both adults and children from other congregations.

We have two youth attending our youth groups online, with knowledge and permission of their respective congregations.

The steep learning curve for converting to online worship last March, due to the Pandemic, was easier for us than for many smaller churches, as we had already been set up for live-streaming the services. We also have a staff of fast learning people who have kept us going with only a few hitches. Other UU congregations have been using our services at their churches, or our music, or just the sermons.

2021: OWL classes were suspended due to the pandemic. We continue to be a congregation that draws many UUs from other states and even other countries to our worship services.

Our Men's retreats and Women's retreats at UBarU involve people from other UU churches, and our weekly men's luncheon involves men from other churches as well.

National efforts in which our ministers are involved:

2020: Sermons written by both Chris and Meg have been used in national publications, such as Soul Matters. Meg's songs are used as the basis of sermons by other ministers, and they are performed at churches all over the US.

Meg's columns appear in the online UU World magazine and in the print version, and in the CLF's Quest publication.

Both Meg and Chris advise and mentor other ministers, both fellowshipped and in formation.

2021: Things continue to be the same, with our writings, sermons and songs being used by other congregations. The UU World magazine has suspended all columns, so Meg's writing is appearing in the UU publication "Braver/Wiser." Meg is not mentoring any other ministers formally this year. Chris continues to mentor a minister in preliminary fellowship. Other congregations have also used our choir's music videos in their worship services.

Actions and events with other congregations to increase UU visibility:

2020: The Austin Sanctuary Network, founded by First UU and St. Andrews Pres, continues to involve over 25 churches and organizations. Meetings and events are held virtually. There have been changes to the structure and the focus of the ASN, as it shrinks in both its mission (to free our Sanctuary leaders) and in leadership. They have been to DC several times to meet with elected officials, and now they are producing videos where

Ivan tells the stories of his time in detention. They still organize accompaniment of migrants and asylum seekers to their government appointments. Several churches are involved in this. They also organized a fundraising concert last January for the ASN.

2021: The Carrie Newcomer concert happened again this year, and the ASN continues their work on behalf of Hilda, Ivan, and Alirio. Meg and Kiya attended the rally for trans rights at the capital, and many of our members have testified and demonstrated against cruel anti-trans legislation being considered by our legislature.

Number of pieces published by the ministers:

2020: The UU World discontinued their columnists, so Meg's writing has not been seen nationwide this year. Her new book is coming out this fall, so there will be more visibility for First UU because of that.

There are still many requests for her songs for use in worship at other congregations.

2021: Meg's new book came out, and is selling well in the UU community.

Number of views of our services

2020: Since we are completely online since March, Facebook counts the number of people who look for more than three minutes at the service. In the beginning, the number was over 4,000. We have about 300 folks in attendance Sunday mornings, and the rest of the people watch during the weeks that follow.

2021: The attendance at our online service is down a little, and it is split now between FB live and Vimeo, which shows on our web site. Vimeo views grew from one or two to 50 + weekly. Total FB views, from last Oct. to this Oct, were a total of 35, 644 views, with an average of 673 views per weekly service. The 35,000 number includes those who watched at least 3 min of the service.

- Ends Interpretation 1.4.8: We are generous with time, talent, and treasure to realize our mission

First UU Church of Austin
October, 2022

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

Interpretation:

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.

Measures:

We track pledged income and the payment on pledges every year. Reports are sent to congregants to let them know what they pledged and what they have paid. We track hours volunteering or otherwise participating in a church ministry team or program outside of worship to the degree possible.

Evidence of Progress:

Auction Fundraiser: We were not able to have the auction in 2022.

Volunteer Hours:

Our ministry teams and programs are becoming much more active after many of them being limited in activity due to the pandemic. We do not always have good ways of tracking hours volunteered or otherwise participating in church ministries. We are holding a meeting with the leadership of the church on October 11 to encourage use of our Church Center system and provide training on it, including logging attendance. This would at least give us an improved ability to estimate volunteer hours.

That said, we estimate that there currently about 40 active ministry teams and church groups with about 715 hours of participation each month.

Pledging and Plate Support

Average Pledge

Year	2016	2017	2018	2019	2020	2021	2022	2023*
Average Pledge	\$1,810	\$1,892	\$1,995	\$2,263	\$2,230	\$2,146	\$2,137	\$3,251

* 2023 is for those pledges we have received through October 8, and we only recently began the campaign. It is likely this average will come down some, as many of our largest pledgers tend to pledge early.

Average Monthly Plate Collection

Year	2016	2017*	2018	2019	2020	2021	2022 so far
Average Mo Plate	\$5,162	\$2,284	\$2,767	\$3,054	\$2,378	\$2,379	\$1,626

* The bookkeeper at the time in 2016 recorded any contribution we received that was not designated as a pledge or other specific type of gift as plate revenue. Because of this, plate revenue was overstated for those years. In 2017, we switched to more accurately designating such contributions as “Other Gifts”. Thus, the apparent drop in average monthly plate gifts between 2016 and 2017 was the result of an accounting change and not a real drop in revenue.

The drop so far in 2022 is concerning. It may be partially explained by “other contributions” we have been receiving, some of which may be plate contributions that were not designated as such. We have seen a good increase in plate contributions in the past few months, particularly in August.

Last updated on October, 2022

In this report, I have left the evidence of progress from 2019, and added the report from 2020, so you will have a way to compare year to year.

1.4.2 We support and challenge one another in worship, spiritual growth and lifelong learning to practice a rich spiritual life.

Interpretation:

By this we mean that our worship, our spiritual growth, and our learning will not always be comfortable and comforting. Sometimes we will be required to have the stamina to be challenged, to sit with the revelation that we may not have known as much as we thought or understood as clearly as we believed.

It is our spiritual life (whatever causes our compassion, understanding, RESILIENCE, love, sense of connection, our joy and kindness to develop) which gives us the rootedness and strength to support and be supported and to challenge and be challenged.

We cannot always promise to create a safe space. Sometimes we are called to be in a brave space.

(Added 2021) We support one another by listening to one another with curiosity and respect.

Measures:

- We will create some Executive Linkage sessions to complement the anecdotal evidence we gather in order to hear from the congregants about times they've felt supported and times they have felt challenged by sermons, readings, music, faith development classes and team projects within and outside the walls of the church.
- We will tell about the conversations we've had with congregants about the necessity of being uncomfortable with the music and

sermon content at least a quarter of the time in order to ensure that we are being welcoming to a wide variety of people.

Evidence of Progress:

I report progress.

Spiritual Growth:

2021

As the pandemic continued, we kept Chalice Circles going over zoom. There were 6 of them. Wellspring also continued. The “Soul Matters” curriculum supported the chalice circles, and we also use it for our Monday spirituality newsletter and as theme suggestions for Sundays, a different theme every month.

Learning: *As our RE intern, Sage, went on to college, we added Carrie Reed to the RE staff to be a partner in the program with our half time RE director, Kelly. Now the two part time leaders create the program. As we come back in person, we started with about 12 children coming back to RE outside.*

The book discussion groups still meet, along with three women’s groups who have been meeting in people’s homes or in the courtyard of the church.

This year, in the midst of the Pandemic, we have 7 chalice circles and two Wellspring groups. The Chalice Circles are now using the curriculum from the UU subscription service, *Soul Matters*. The Wellspring groups use the Wellspring curriculum, also a UU effort, where the expectations are more rigorous and more focused on spiritual practice than the Chalice Circles. Spiritual exercises are part of both curricula.

We have an RE intern this year, Sage Hirschfeld, who is leading a “listening circle” for Young Adults and is creating worship services for Young Adults as well.

We have two book discussion groups that still meet, a women’s spirituality groups that’s meeting remotely, and several Adult Education classes where members and friends can support and challenge one another.

Worship: With music and sermons, we still aim to strike the balance between support and challenge. Our music varies widely, appealing to different groups of worshippers. The sermons and the Moment for Beloved Community aim to comfort, teach, support and challenge those who listen.

2020

Learning: The RE program continues remotely, with a committed 25 hour per week director, lively and committed teachers, and a small group of students for whom the meeting times and conversations are important. The Middle School group is solid and is working well. We are in one of those cycles where there aren't very many Sr. High folks. Two of the people who come most regularly to the remote meetings are from out of town, and they attend with the blessing of their ministers and their parents.

Worship: Sermons continue to find a balance between comfort and challenge. We are committed to becoming an anti-racist church, and we are moving at a pace that is too fast for some and too slow for others. Most of our members are able to tolerate whatever discomfort they feel. Several POC members, however, have become quite uncomfortable with what they perceive as the too-slow pace of our anti-racism work, and a few beloveds have left the church.

(2019)

We have 12 Chalice Circles this fall. Bear Qolezcua is providing the content for the lessons, This is up from 3 or 4 last year. We continue to have spiritual exercises as part of the worship service: silence, the metta meditation, and the song we use to sing the children out are all things that people can use during the week as well. Sermons address issues of spiritual growth, as do our WellSpring groups and other Adult RE offerings like the Job Bible study, the Death and Dying class, and the UU Welcome Circles.

Learning: We have redesigned the RE program. Now there is a half-time RE director, a youth coordinator, an OWL coordinator, and an RE chaplain who provides content for the weekly Faith Connections email and for the Chalice Circle Lessons. He and Kelly, the RE director, coordinate and

sometimes teach adult RE classes. They also choose the Story for All Ages. There is an RE support team to help us think about best ways to do things. We are hoping they will also serve as the RE Interim work support team when we start the RE interim work.

Worship: We have high quality sermons and music. Topics and styles of music cover a wide range. I've put together a new worship team which is looking for ways to make the worship more and more inviting, participatory, and multi-cultural. Two additions to worship have been giving the readings context, adding some information about the authors, and having a Moment for Beloved Community after the Affirmation of the Mission.

2021

Comfort and Discomfort

The Board continued the conversations, and is now planning some new conversations with congregants about what feels like welcome to them in this congregation. The "Hangouts with the Ministers" have been some Executive Monitoring efforts where conversations with members and friends are lively and wide-ranging. These would be a place where the questions could be asked about where they feel comfort and challenge in the church. I don't think we have lost any more members because of the anti-racist focus of the Moments for Beloved Community.

2020

Comfort and Discomfort

The board's linkage team has been hosting conversations for the congregation about being an anti-racist church. Perhaps it is the Pandemic, or people are "Zoomed out," but the congregational involvement in the talks has been a bit disappointing.

Because people who are uncomfortable talking about race elect not to come to smaller group discussions, we are continuing our "Moments for Beloved Community" in the service. We are trying not to have moments that will traumatize POC, but will also show those who identify as white examples of White Supremacy Culture. We also continue to give background on the authors of our readings, and we make efforts to include

many POC authors. The music department is also attempting to present music by POC composers.

(2019)The board is forming linkage plans to discuss the 8th principle, and I think some questions about when people have felt comforted, uncomfortable, challenged and supported in growing resiliency could be incorporated into those sessions.

We are presenting a “moment for Beloved Community” after each affirmation of our mission, to give people a glimpse of something to think about, a seed for further thought. These are presented intentionally during the service so all of our people are exposed to anti-racism/anti-oppression issues. They are intentionally brief so that no one really has time to shut down out of guilt, white fragility, or desire to maintain the privilege of not having to think about White Supremacy Culture.

We are providing context for readings used in the service that point out the culture and the race of the authors. In this way, it is not just the authors of color who are “racialized.” This in itself is somewhat jarring, in that it causes thought about why whiteness is the norm, or the default, in that if the race of a person isn’t mentioned in our culture, the assumption is that the person is white.

In terms of spiritual growth, my evolving understanding has led me to add the word (all in caps above) “resilience” to my definition.

August 2022 Financials

We experienced a good improvement in the monthly revenue we received in August; however, it was still slightly below budget. Expenses were again below budget, so our projections for the end of the year improved somewhat. I am also being conservative with our projections given the economic uncertainty overall that we are still experiencing.

Deposits in September indicate that we continued to see improved monthly revenue.

Cash Reserves

The projected cash reserve remains at about 3 months.

	Aug 2022			Total YTD			Note
	Actual	Budget	+/-Bud	Actual	Budget	+/-Bud	
Income							
4100 Earned Revenue			0	0	0	0	
4110 Event Revenue		0	0	0	10,000	-10,000	1
4130 Rentals Revenue	12,008	11,500	508	71,059	79,000	-7,941	2
4199 Discounts/Refunds Given			0	-1,675	0	-1,675	
Total 4100 Earned Revenue	\$ 12,008	\$ 11,500	\$ 508	\$ 69,384	\$ 89,000	-\$ 19,616	
4200 Contributed Revenue			0	0	0	0	
4210 Unrestricted Contributions			0	0	0	0	
4211 Pledge	41,422	48,000	-6,578	387,248	428,000	-40,752	3
4212 Sunday Plate	4,004	2,500	1,504	13,009	20,000	-6,991	4
4213 Other Gifts	9,617	3,333	6,284	80,808	26,664	54,144	5
Ttl 4210 Unrestr. Contributions	\$ 55,043	\$ 53,833	\$ 1,210	\$481,066	\$474,664	\$ 6,402	
4220 Restricted Contributions	114		114	13,304	0	13,304	6
4221 Special Plate	844	833	11	8,754	6,664	2,090	
Ttl 4220 Restricted Contr	\$ 958	\$ 833	\$ 125	\$ 22,059	\$ 6,664	\$ 15,395	
4230 Grants		0	0	142,079	247,141	-105,062	7
4290 Other Contributed Revenue	1,132	7,000	-5,868	10,768	20,000	-9,232	8
Total 4200 Contributed Revenue	\$ 57,133	\$ 61,666	-\$ 4,533	\$655,972	\$748,469	-\$ 92,497	
Total Income	\$ 69,141	\$ 73,166	-\$ 4,025	\$725,356	\$837,469	-\$112,113	
Expenses							
Total 6100 Payroll Expenses	\$ 39,361	\$ 58,675	-\$19,314	\$426,921	\$497,578	-\$ 70,657	9
Total 6210 Charitable Giving	\$ 0	\$ 3,465	-\$ 3,465	\$ 42,475	\$ 27,721	\$ 14,754	10
Total 6220 Program Expenses	\$ 8,210	\$ 9,938	-\$ 1,728	\$ 55,659	\$ 83,694	-\$ 28,035	11
Total 6300 Outreach Costs	\$ 1,400	\$ 1,302	\$ 98	\$ 26,248	\$ 10,561	\$ 15,687	12
Total 6400 Occupancy Costs	\$ 8,269	\$ 6,608	\$ 1,661	\$ 49,599	\$ 52,973	-\$ 3,374	
Total 6600 Subscriptions and Fees	\$ 674	\$ 1,024	-\$ 350	\$ 12,420	\$ 8,208	\$ 4,212	13
Total 6700 Business Expenses	\$ 7,456	\$ 3,928	\$ 3,528	\$ 47,912	\$ 48,472	-\$ 560	
6820 Depreciation Expense	\$10,993	\$10,671	\$322	\$86,657	\$85,371	\$1,286	
6830 Interest Expense	\$4,756	\$5,746	-\$990	\$37,644	\$45,977	-\$8,333	
Total Expenses	\$ 81,119	\$101,357	-\$20,238	\$785,534	\$860,555	-\$ 75,021	
Total Other Income	\$ 51	\$ 0	\$ 51	\$ 8,664	\$ 0	\$ 8,664	
Net Income	-\$11,927	-\$ 28,191	\$ 16,264	-\$ 51,514	-\$ 23,086	-\$ 28,428	
Non-Operational Expenses	\$15,750	\$16,417	-\$667	\$124,301	\$131,348	-\$7,047	
Non-Operational Revenue				\$12,692		\$12,692	
Net Operational Income	\$3,823	-\$11,774	\$15,597	\$85,479	\$108,262	-\$22,783	

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 now that the building has been open awhile.
3. Pledge contributions rebounded in August but were still below budget.
4. Sunday plate rebounded in August
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. I am unsure what the large budget amount was for August. I am checking.
9. Under due to changes in ministry expenses. Will balance out some by the end of the year.
10. We made our UUA contributions at the beginning of the year (should even out over the full year)
11. Under in professional development expenses, event expenses and ministry teams costs.
12. Over due to gift to recognize Meg. Will also go over due to KUT sponsorship
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		
	Aug	Projected	Budget
Income			
4100 Earned Revenue	0		
4110 Event Revenue	0		10,000
4130 Rentals Revenue	71,059	116,589	125,000
4199 Discounts/Refunds Given	-1,675	-1,675	
Total 4100 Earned Revenue	\$ 69,384	\$ 114,914	\$ 135,000
4200 Contributed Revenue	0		
4210 Unrestricted Contributions	0		
4211 Pledge	387,248	610,872	650,929
4212 Sunday Plate	13,009	19,514	30,000
4213 Other Gifts	80,808	92,008	40,000
Total 4210 Unrestricted Contributions	\$ 481,066	\$ 722,394	\$ 720,929
4220 Restricted Contributions	13,304	14,304	
4221 Special Plate	8,754	13,131	10,000
Total 4220 Restricted Contributions	\$ 22,059	\$ 27,436	\$ 10,000
4230 Grants	142,079	142,079	247,141
4290 Other Contributed Revenue	10,768	18,460	29,000
Total 4200 Contributed Revenue	\$ 655,972	\$ 910,369	\$ 1,007,070
Total Income	\$ 725,356	\$ 1,025,283	\$ 1,142,070
Total Expenses	\$ 785,534	\$ 1,254,665	\$ 1,289,665
Total Other Income	\$ 8,664	\$ 12,996	\$ -
Net Income	\$ (51,514)	\$ (216,386)	\$ (147,595)
Non-Operational Expenses	\$ 124,301	\$ 186,452	\$ 197,008
Non-Operational Income	\$ 12,692	\$ 13,000	
Net Operational Income	\$ 85,479	\$ (42,934)	\$ 49,413

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

FIRST UNITARIAN UNIVERSALIST CHURCH OF AUSTIN

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Balance Sheet As of August 31, 2022

	JUN 2022	JUL 2022	AUG 2022
ASSETS			
Current Assets			
Bank Accounts			
1072 Bill.com Money Out Clearing	218.24	184.12	-395.71
1110 8009-THCU Checking	519,026.44	481,760.23	487,558.72
1120 RBank Debt Service 676	59,168.80	59,171.15	59,168.82
1130 RBank Construction 668	162,486.31	153,585.18	144,684.51
1140 THCU Money Market	0.00	0.00	0.00
1150 THCU Savings	37.67	37.67	37.67
1160 UFCU Savings	0.00	0.00	0.00
1170 THCU CDs	0.00	0.00	0.00
1189 Petty Cash	200.00	200.00	200.00
1710 UUCEF Permanent Endowment Acct.	257,766.40	269,590.20	261,878.47
1720 UUCEF Mixed Investment Account	319,989.10	334,667.06	325,093.79
1730 UUCEF Murr Music Account	72,687.74	76,021.94	73,847.30
1740 UUCEF Education	688,637.79	720,225.74	699,623.41
Total Bank Accounts	\$2,080,218.49	\$2,095,443.29	\$2,051,696.98
Accounts Receivable			
1210 Accounts Receivable	0.00	0.00	0.00
Total Accounts Receivable	\$0.00	\$0.00	\$0.00
Other Current Assets			
1199 Undeposited Funds	0.00	0.00	0.00
1220 VANCO - Payment Reconciliation	0.00	0.00	0.00
1230 Cash/Checks	-1,090.72	676.28	1,011.28
1240 VANCO - ACH/MS	0.00	0.00	0.00
1250 VANCO - ACH	0.00	0.00	0.00
1260 Stripe	264.00	792.92	1,974.25
1310 Prepaid Expenses	8,603.16	7,206.60	7,021.01
1490 Other Current Assets	0.00	0.00	0.00
Total Other Current Assets	\$7,776.44	\$8,675.80	\$10,006.54
Total Current Assets	\$2,087,994.93	\$2,104,119.09	\$2,061,703.52

FIRST UNITARIAN UNIVERSALIST CHURCH OF AUSTIN

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Balance Sheet As of August 31, 2022

	JUN 2022	JUL 2022	AUG 2022
Fixed Assets			
1500 Fixed Assets			
1510 Building	3,810,161.57	3,810,161.57	3,810,161.57
1520 Land	3,772,325.00	3,772,325.00	3,772,325.00
1530 Furniture & Equipment	132,994.25	132,994.25	132,994.25
1540 Exterior Structures & Improvements	19,350.00	19,350.00	19,350.00
1590 Accumulated Depreciation	-672,006.99	-683,000.39	-693,993.79
Total 1500 Fixed Assets	7,062,823.83	7,051,830.43	7,040,837.03
Total Fixed Assets	\$7,062,823.83	\$7,051,830.43	\$7,040,837.03
TOTAL ASSETS	\$9,150,818.76	\$9,155,949.52	\$9,102,540.55
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2110 Accounts Payable	1,822.66	4,126.28	4,119.17
Total Accounts Payable	\$1,822.66	\$4,126.28	\$4,119.17
Credit Cards			
2150 Chase Credit Card 3081	107.14	107.14	107.14
Credit card (2900)	178.21	302.31	426.41
Credit card (3081)	-6,569.28	-18,267.77	-21,742.88
Credit card (3115)	42.80	72.16	72.16
Credit card (3123)	967.42	1,108.79	1,108.79
Credit card (4576)	5,418.00	7,651.57	11,316.69
Credit card (8572)	7,106.00	7,368.86	9,580.39
Credit card (9450)	1,553.11	3,056.13	3,317.50
Total 2150 Chase Credit Card 3081	8,803.40	1,399.19	4,186.20
Total Credit Cards	\$8,803.40	\$1,399.19	\$4,186.20
Other Current Liabilities			
2320 Security Deposits	0.00	0.00	0.00
2410 Payroll Liabilities	0.00	0.00	0.00
2450 Sales Tax Payable	0.00	0.00	0.00
2500 Accrued Interest	0.00	0.00	0.00
2610 PPP Loan	0.00	0.00	0.00
Sales Tax Agency Payable	0.00	0.00	0.00
Total Other Current Liabilities	\$0.00	\$0.00	\$0.00
Total Current Liabilities	\$10,626.06	\$5,525.47	\$8,305.37
Long-Term Liabilities			
2620 Construction Loan	1,221,002.02	1,216,668.29	1,212,468.00
Total Long-Term Liabilities	\$1,221,002.02	\$1,216,668.29	\$1,212,468.00
Total Liabilities	\$1,231,628.08	\$1,222,193.76	\$1,220,773.37

FIRST UNITARIAN UNIVERSALIST CHURCH OF AUSTIN

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Balance Sheet As of August 31, 2022

	JUN 2022	JUL 2022	AUG 2022
Equity			
3110 Unrestricted Net Assets	784,139.80	784,139.80	784,139.80
3120 Restricted Funds	7,429,514.13	7,429,514.13	7,429,514.13
3130 Unrealized Gain/Loss on Investments	-256,835.49	-195,411.58	-235,473.55
Opening Balance Equity	0.00	0.00	0.00
Net Income	-37,627.76	-84,486.59	-96,413.20
Total Equity	\$7,919,190.68	\$7,933,755.76	\$7,881,767.18
TOTAL LIABILITIES AND EQUITY	\$9,150,818.76	\$9,155,949.52	\$9,102,540.55

	2022 Budget	2022 Projected	2023 Budget	
Earned Revenue:Event Revenue	\$ 10,000	\$ -	\$ 7,000	Assumes event possible in 2023
Earned Revenue:Rentals Revenue	\$ 125,000	\$ 116,589	\$ 125,000	
Contributed Revenue:Unrestricted Contributions:Pledge, existing members	\$ 638,268	\$ 610,872	\$ 850,000	with aspirational goal for stewardship
Attrition	\$ (22,339)	n/a	\$ (29,750)	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	\$ 19,514	\$ 20,000	Assumes growth and that text giving helps
Contributed Revenue:Unrestricted Contributions:Other Gifts	\$ 40,000	\$ 92,008	\$ 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	\$ 13,131	\$ 13,560	
Revenue: Restricted Revenue	\$ 2,500	\$ 14,304	\$ 2,500	adjustment to 2023 based on no more capital contributions
Contributed Revenue:Other Contributed Revenue	\$ 26,500	\$ 18,460	\$ 20,000	assumes ministry teams growth, but no Paradox Players
Total Revenue	\$ 1,116,964	\$ 1,025,282	\$ 1,145,310	
Payroll Expenses				
Payroll Expenses:Salaries & Wages	\$ 747,700		\$ 748,359	
Labor Related Expense	\$ 8,000		\$ 8,000	
Total Payroll Expenses	\$ 755,700		\$ 756,359	

	2022 Budget	2022 Projected	2023 Budget
Total Charitable Giving	\$ 41,574		\$ 44,731
Total Program Expenses	\$ 121,007		\$ 100,000
Total Outreach	\$ 15,750		\$ 38,901
Total Occupancy	\$ 79,387		\$ 91,035
Software and Dues	\$ 15,050		\$ 16,500
Insurance and Fees	\$ 64,181		\$ 75,265
Depreciation Expense	\$ 128,051		\$ 128,825
Interest Expense	\$ 68,957		\$ 56,338
Non-Cash Expenses Adjustment (Interest and depreciation)	\$ (197,007)		\$ (185,162)
Total Non-Payroll Expenses	\$ 336,949		\$ 366,432
Total Payroll Expenses	\$ 755,700		\$ 756,359
Search Team			\$ 20,000
Total Expenses	\$ 1,092,649	\$ 1,068,213	\$ 1,142,791
Total Revenue	\$ 1,142,069	\$ 1,025,282	\$ 1,145,310

Adjusted based upon current year

Added KUT sponsorship twice in year

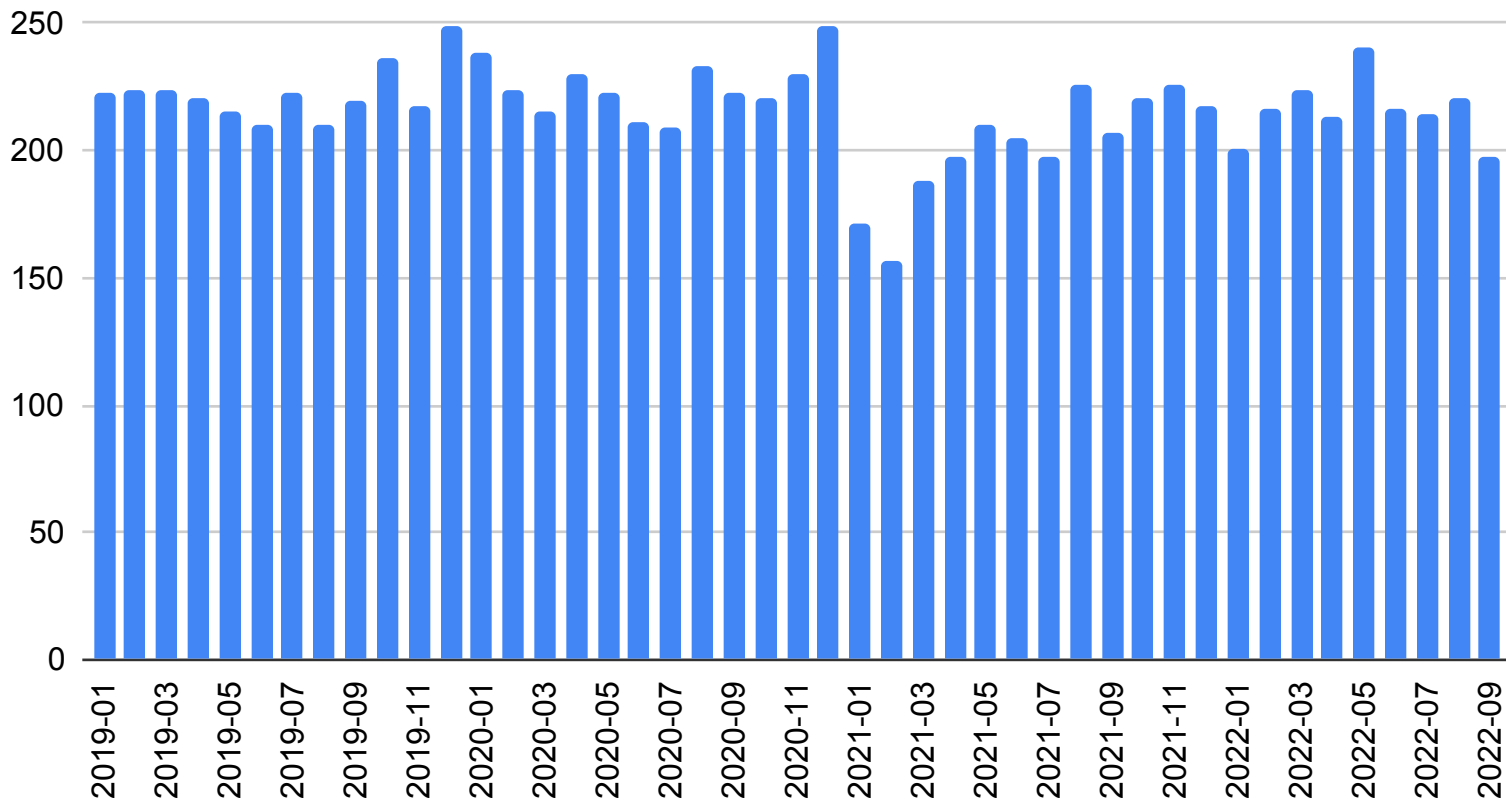
Net Income/Loss \$ 49,420 \$ (42,934) \$ 2,519 Takes out non-operational income and adds in interest and dividends of about \$10,000

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

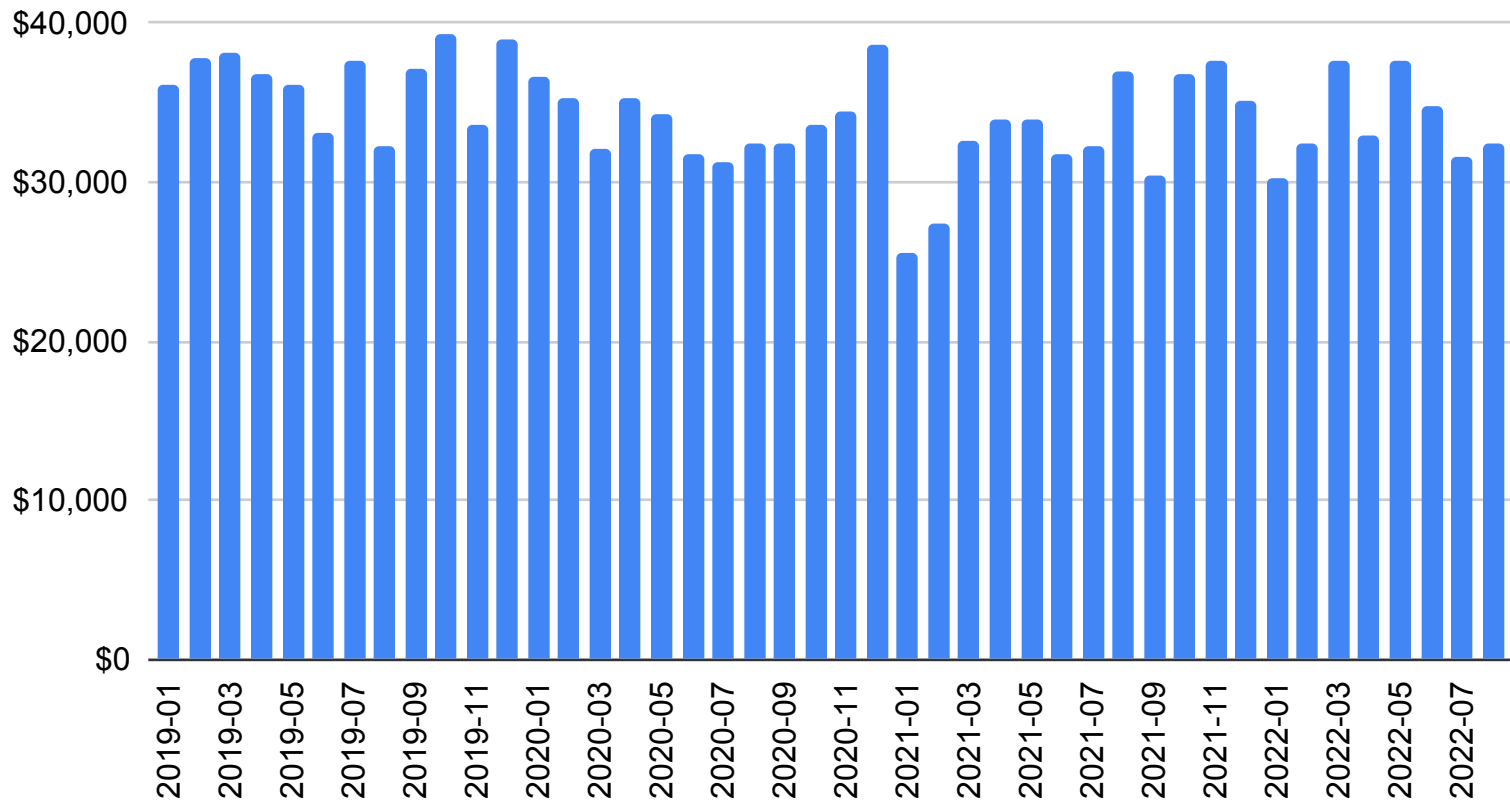
count of unique donors per month, from known donors

29



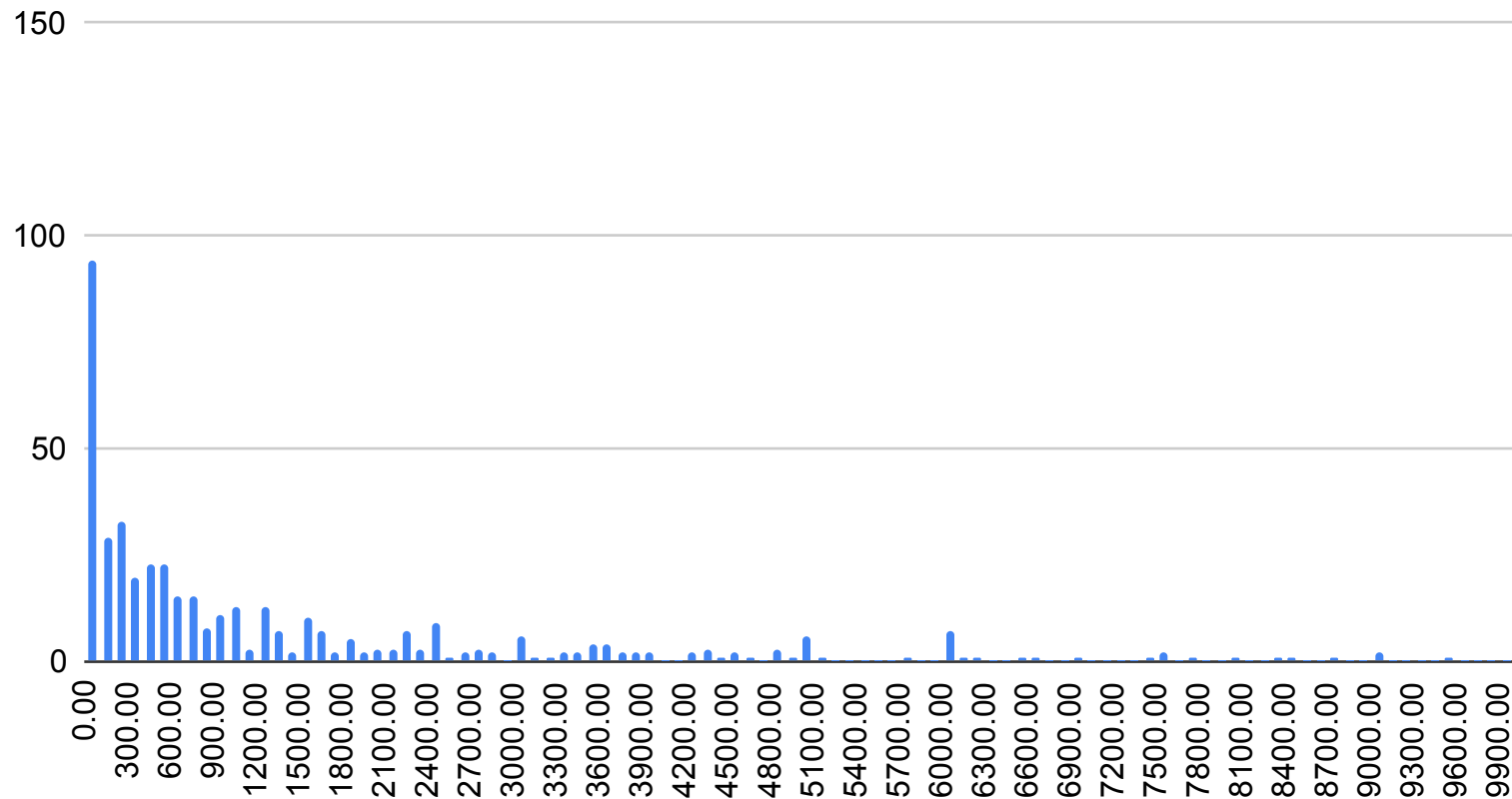
total giving per month, from gifts under \$1000

30

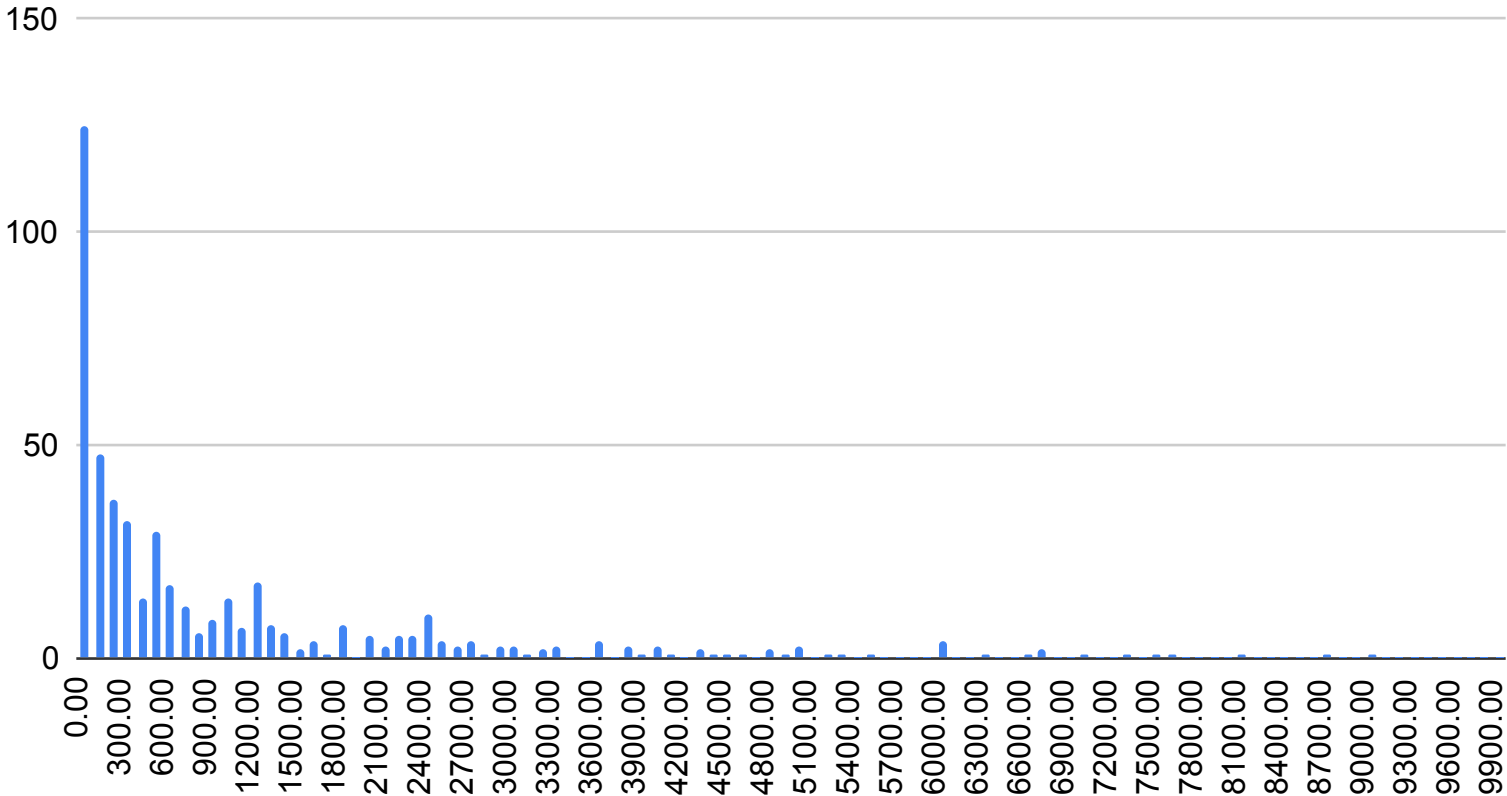


2019 Histogram

31

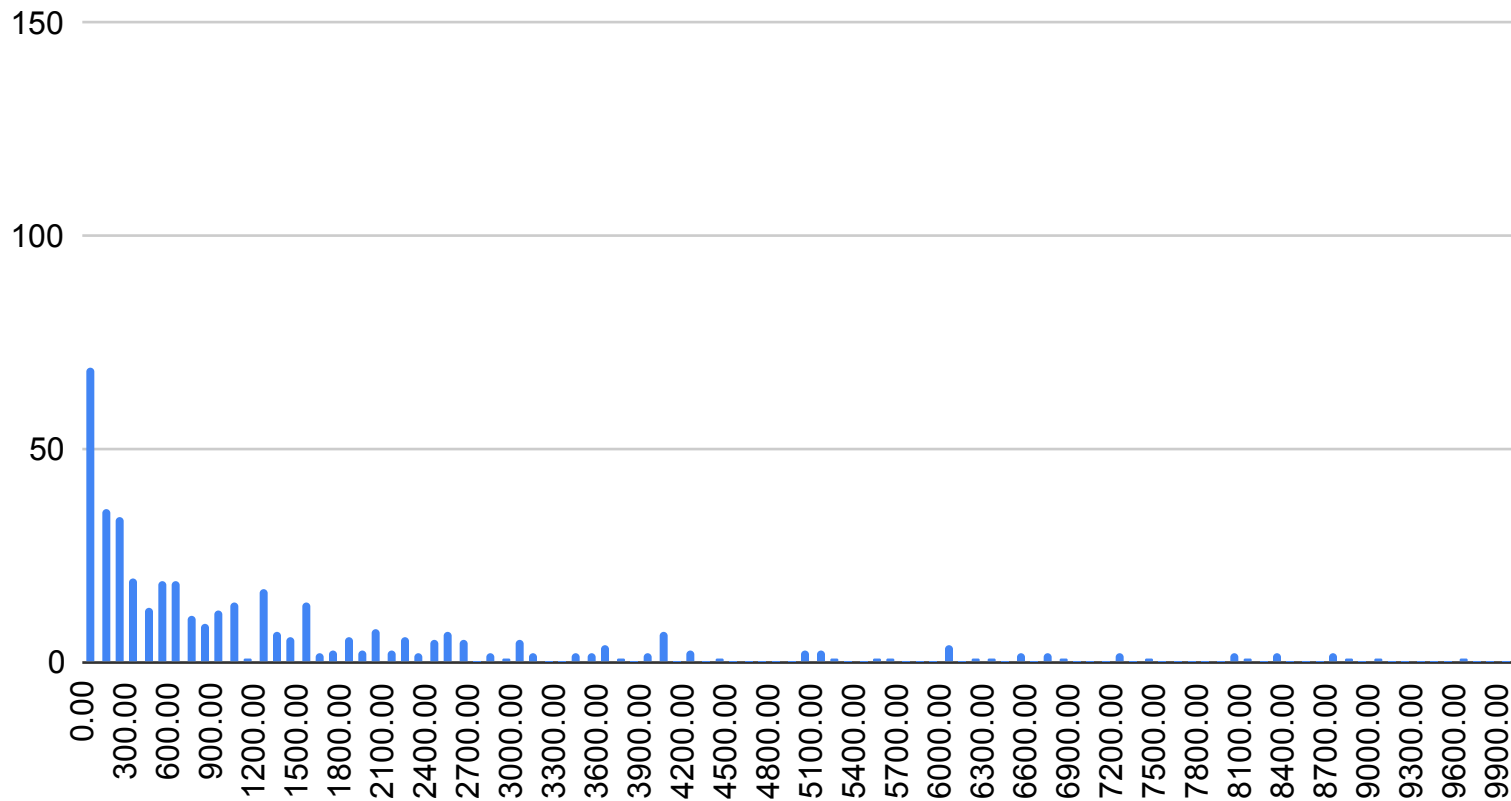


2020 Histogram



2021 Histogram

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October 2022 Linkage Committee Update

For the 2022-2023 church year, the Linkage Committee is focused on our primary goal of understanding the external stakeholders called out in our 6th end (“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”).

Current work:

To this end, we are reaching out to leaders of a number of FUUCA groups to learn about the external groups they regularly collaborate with. We hope to wrap this work up by the end of October and report back to the board on the outputs in November.

Future work:

Starting in November we plan to make contact with the boards of other nearby UU churches (Wildflower, Live Oak and possibly congregations in Georgetown, San Antonio, and San Marcos) to understand their work to dismantle a culture of white supremacy and other systems of oppression. We also hope to relationships with these communities to learn about each others’ successes and struggles as input for our future.

Input needed: Framework or guardrails for interactions with boards and lay leadership from other churches.

**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
----------------------------------	---	----	-----

6. Participation

All board members had the opportunity to participate in discussions and decision-making.	S	NI	UNS
--	---	----	-----

7. Action Items - Current

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

8. Overall

	S	NI	UNS
--	---	----	-----

Comments: