

## MEETING AGENDA - First UU Austin Board of Trustees

### Meeting

<b>Meeting Date</b>	Tuesday, February 15, 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>Accepted:</b>	Chris Jimmerson, Toni Wegner
<b>No response:</b>	Meg Barnhouse, Leo Collas, Suzette Emberton, Rob Hirschfeld, Russell Holley-Hurt, Sadie Lambert, Nesan Lawrence, Shannon Posern, Kelly Raley, Dave Riehl, Kelly Stokes, Nathan Walther

### Agenda

## 1. Coming Back into Covenant

---

1.1. Chalice Lighting and Opening Words Russell Holley-Hurt / 2 min. (6:30 PM - 6:32 PM)

Opening words - Russell

---

1.2. Reading of Board Covenant / 2 min. (6:32 PM - 6:34 PM)

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

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

1.3. Confirm Timekeeper and Process Evaluator / 2 min. (6:34 PM - 6:36 PM)

Timekeeper - Nathan

Process evaluator - Sadie

---

## 1.4. Approve Agenda and Consent Agenda

/ 2 min. (6:36 PM - 6:38 PM)

Items on the consent agenda include the minutes from the January meeting, the program development report, and December financials.

### Documents

- Minutes-2022-01-18-v1.pdf Pages 4-10
- Financialreports12-2022.pdf 11-16
- Program Development Report Jan 2022.pdf 17

## 2. Connecting with our Moral Ownership

### 2.1. Visitor's Forum

/ 10 min. (6:38 PM - 6:48 PM)

### 2.2. Recognition of Church Volunteers and Staff

/ 5 min. (6:48 PM - 6:53 PM)

### 2.3. Moment with Rev. Meg

Meg Barnhouse / 15 min. (6:53 PM - 7:08 PM)

## 3. Monitoring our Progress

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

/ 10 min. (7:08 PM - 7:18 PM)

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

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

### Documents

- Ends Monitoring 1.4.4 intergenerationalFeb2022.pdf Pages 18-21
- 1.4.5 interpretation and monitoring 2022.pdf 22-26

### 3.2. Congregation Survey open-ended responses

/ 15 min. (7:18 PM - 7:33 PM)

Following last month's discussion of the congregational survey quantitative responses, this month we'll discuss the open-ended responses. All of the comments are provided for your review, along with a summary. We will discuss whether changes are needed to the summary before distribution to the congregation.

### Documents

- Open-Responses-Answer.docx Pages 27-33
- FUUCA21 Survey Open Response Summary\_draft.docx 34-35

### 3.3. Committee Updates and Next Steps

/ 15 min. (7:33 PM - 7:48 PM)

Linkage Committee

Monitoring Committee

Engagement Committee

### Documents

- Linkage Committee\_February 2022 Board Meeting Update.docx Pages 36-41
- Monitoring Committee Update\_February 2022.docx 42

## 4. Learning & Creating the Future

#### 4.1. Board Book Discussion

/ 15 min. (7:48 PM - 8:03 PM)

Chapter 8: The Same Sky

---

#### 4.2. Board Open Discussion

/ 15 min. (8:03 PM - 8:18 PM)

---

### 5. Adjourn

---

#### 5.1. Action Items and Announcements

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

Action items from last month's meeting:

- Board members will let Valerie know if they would like to record a Leadership Moment
- Board will also pass along names of potential candidates to the nominating committee
- Board will also let Rev. Chris know if they would like to help out with tech stuff related to live Sunday service
- Rob to provide full report for the survey
- Linkage committee will circulate the newsletter article

Action items from this meeting:

---

#### 5.2. Assign Roles for Next Meeting

/ 1 min. (8:20 PM - 8:21 PM)

Assign roles for:

- Readings
- Timekeeper
- Process Evaluator
- Book Discussion - Chapter 9

---

#### 5.3. Process Evaluation

Sadie Lambert / 2 min. (8:21 PM - 8:23 PM)

Documents

- Board process review form.docx      Page 43

---

#### 5.4. Extinguishing the Chalice and Closing Words

Russell Holley-Hurt / 2 min. (8:23 PM - 8:25 PM)

---



## MEETING MINUTES - First UU Austin Board of Trustees

### Meeting

<b>Date</b>	Tuesday, January 18, 2022
<b>Started</b>	6:30 PM
<b>Ended</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
<b>Chaired by</b>	Toni Wegner
<b>Recorder</b>	Nesan Lawrence

### Attendance

<b>Present:</b>	Leo Collas, Rob Hirschfeld, Russell Holley-Hurt, Chris Jimmerson, Nesan Lawrence, Kelly Raley, Dave Riehl, Nathan Walther, Toni Wegner
<b>Regrets:</b>	Meg Barnhouse, Suzette Emberton, Sadie Lambert
<b>Absent:</b>	Shannon Posern

### Minutes

## 1. Coming Back into Covenant

---

### 1.1. Chalice Lighting and Opening Words

Nesan read the opening words as Toni lit the chalice.

**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.

Nesan read the Board covenant

**Status:** Completed

---

### 1.3. Confirm Timekeeper and Process Evaluator

Timekeeper - Kelly

Process Evaluator - Sadie

Timekeeper was confirmed. In Sadie's absence, Nathan was confirmed as Process Evaluator.

**Status:** Completed

---

### 1.4. Approve Agenda and Consent Agenda

Consent agenda includes minutes from the December meeting, program development report, November financials (repeated from December meeting) and committee reports.

Kelly made the motion to accept the agenda and consent agenda. Dave seconded the motion. Motion passed with everyone in agreement.

**Status:** Completed

#### Documents

- Minutes-2021-12-21-v1.pdf
  - Nov2021financials.pdf
  - Green Sanctuary Ministry Annual Report Executive Summary.pdf
  - Program Development Report Dec 2021.pdf
  - Monitoring Committee Report for January 2022.docx
- 

## 2. Connecting with our Moral Ownership

---

### 2.1. Visitor's Forum

Nominating Committee member

Valerie Sterne, chair of the Nominating Committee, was the guest.

- Valerie shared the challenges with identifying potential board member during the pandemic; interview process was also challenging
- Resignations made it more difficult as things got overwhelming during the pandemic; the emotional drain caused by the pandemic clearly had an impact with engagement
- Committee has a game plan for this year; plan includes pre-recorded leadership moments from past and current Board members
- Board can support the committee by suggesting names who they think could be potential candidates for consideration. Valerie also requested the Board to consider recording a leadership moment this year.

**Status:** Completed

---

### 2.2. Recognition of Church Volunteers and Staff

- Kami for all of the great ongoing support, especially for her help recently with the Sunday service when she stepped in to help the tech crew
- Marsha Sharp for volunteering with church operations and activities
- Note: Kelly to chat with Rev. Chris about getting access to church member directory

**Status:** Completed

---

### 2.3. Moment with Rev. Chris

- Rev. Chris shared the challenges leading up to Jan 9th Sunday service as multiple staff members were down with Covid. The staff really stepped up and contributed any way they can. The team simplified things and made sure the service took place on Jan 9th. The entire experience did surface the fact that the staffing situation is pretty stretched and there is a need to cross train in certain areas in order to ensure smooth operations in the future. Shutting down the church again has been really difficult for the staff as much as it has been for the congregants.
- The leadership team recently learnt that the Church will not be eligible for refunds from the government (that they received in relation to the CARES Act during the first 3 quarters of 2021) starting in 4th quarter of 2021 as some of the provisions were revised as part of the Infrastructure bill that was passed late last year. This would impact the ~\$50K that was budgeted as part of Q4 revenues that was estimated. Closing the building would impact the budget estimates further.
- Marsha Sharp will start volunteering and support certain church operational activities
- Rev. Chris will start reaching out to congregants (at least 5 per day) as the new wave and church closure has appeared to have impacted the mental health of congregants
- Finally, in response to a question about technical difficulties with Vimeo during Sunday service, Rev. Chris mentioned that the staff is working on getting a shareable direct link the the live feed on Vimeo that will allow congregants to have a back-up option should Facebook have any outages/issues

**Status:** Completed

---

## 2.4. Ministers Housing Allowance

Motion - Set the 2022 minister housing allowance for Rev. Margaret Barnhouse at \$30,000 for the year.

Motion - Set the 2022 minister housing allowance for Rev. Chris Jimmerson at \$30,000 for the year.

Each year the ministers can claim a portion of the salary as housing allowance that is non-taxable. By IRS rules, the Board has to vote on it annually before the ministers can claim that allowance as part of their salary.

Dave made the motion for Rev. Chris to be offered the annual housing allowance of \$30K as part of his annual salary. Kelly seconded the motion. All in favor.

Dave made the motion for Rev. Meg to be offered the annual housing allowance of \$30K as part of his annual salary. Leo seconded the motion. All in favor.

**Resolution #:**

**Moved:** Chris Jimmerson

**seconded:**

**Status:** Carried

**Vote:**

---

## 3. Monitoring our Progress

---

### 3.1. Discussion of Ends

End 1.4.4: We care for one another in intergenerational community and connect in fun and fellowship.

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

End 1.4.4 - We care for one another in inter-generational community and connect on fun and fellowship

- Russell shared that this end was one of the reasons he and his partner joined the church. They desired a inter-generational community that their kids had access to. It was born out of his own experience growing



up. This means that the kids don't have to go through the parents as an intermediary to build and foster relationships in the congregational community.

- Nesan noted that participating in ministries and related activities allows for learning from the community on a diversity of subjects and topics
- Dave mentioned the intergenerational fun associated with this end (e.g. paradox players).
- Toni mentioned that there needs to be more events (fun oriented and otherwise) where there are opportunities for interactions across generations
- Nathan noted that some Sunday services do encourage intergenerational interaction (blessing of the pets as an example). Rev. Chris and Kelly Stokes noted that try to accommodate this theme during at least 1 Sunday service per month.
- Russell mentioned that there are two or three different things in the end. 'Care' means something different from 'fun and fellowship'. Perhaps there is an opportunity to clarify or streamline this end. Rev. Chris provided additional context based on his experience being part of the Board that wrote the end that it was intentionally worded that way.

End 1.4.5 - We embody the principles of unitarian universalism and invite people of goodwill to find a spiritual home with us

- Kelly noted that for some people this can be uncomfortable as it feels a bit like evangelizing or recruiting others to join the church.
- Russell joked that the religion can use some evangelism.
- Leo noted that being a faith that does not proselytize means its hard to grow. If we don't embrace this end at some point, the religion might die.
- Toni felt that some reaching out can't hurt the church or the religion.
- Dave feels he has almost never felt any inhibitions discussing his faith as long as he feels the other person is a fellow traveler
- Rob felt that perhaps we need to think about the faith and the community aspects of the church separately to act on this end.
- Rev. Chris shared this faith is so important to him and has changed his life. So not inviting fellow travelers is robbing them of the opportunity to be part of a great faith and community.
- Kelly Raley felt that this end is not just about inviting someone to come visit the church once or twice. rather its about inviting them to consider becoming part of this community.
- Kelly Stokes added that at least 2-3 new families visit the church every month, even during the pandemic - if they feel welcome they will stay if not they won't. The other major point where we lose members is when young adults transition from high school to college.

**Status:** Completed

Documents

- End 1.4.4 and interpretation for board discussion.docx
- End 1.4.5 and interpretation for board discussion.docx

---

## 3.2. Monitoring Reports (Ends and/or Executive Limitations)

Executive Limitation 2.6 - Asset Protection

- Rev. Chris led with the current situation where it is not always possible to achieve separation of duties due to staff shortage
- Nesan raised a question regarding '2.6.10 Engaging the org's public image and credibility' and whether the church leadership/staff monitor social media as an example. Rev. Chris acknowledged that this can be a challenge sometimes. The staff runs the Church Twitter account and a few other online pages but all controlled by the church staff. He also cited examples of some bogus online or social media pages that try to imposter the church.
- Toni added that there was mention of the church developing some metrics to measure 2.6.10 and whether the wordings/interpretations need to be modified if work is not being done in that area. Rev. Chris to follow up with Rev. Meg regarding this.

- Dave/Rob mentioned that it wouldn't hurt to encourage congregants to actively engage with each other on social media platforms as well as share reviews/opinions on public platforms if possible
- Toni pointed out minor typos or references to items dating back to 2013 in the report

**Status:** Completed

Documents

- 2.6 Asset Protection rev -01-11-22.pdf
- 

### 3.3. Policy 3.7.2

We need to approve proposed revised language for the policy, as discussed in December.

Leo made the motion to approve the policy verbiage change and Nathan seconded the motion. All in favor.

**Status:** Completed

Documents

- Proposed change to policy 3.7.2.docx
- 

### 3.4. Committee follow up

Congregational survey preliminary results - Rob - Please raise questions that need to be clarified for the final survey results.

Linkage committee survey - Russell - Please review the survey so we can raise any questions before it is distributed.

Monitoring Committee

- Rob provided an overview of the preliminary report that he prepared based on data collected from congregational survey. Please refer to attachment.
- A more detailed report to follow including a year to year comparative summary
- Rob to circulate the raw data minus the comments from survey takers

Linkage Committee

- Russell noted slight change in plans due to latest wave of COVID cases; the in person element to the project won't be possible
- A survey monkey has been setup with the relevant questions
- Toni expressed concern over whether a survey would give us the data we hope to get from this initiative
- Kelly Raley echoed the concern that this type of remote survey might elicit responses that are about pre-pandemic times (versus being forward looking)
- Rev. Chris noted that a Linkage survey should ideally be forward looking and be focused on whether our ends are still the right ones to focus on or whether any changes are needed as we march towards the 7 year refresh time period
- Russell and Kelly clarified that while the survey asks about things in the past, its meant to inform our future direction. Ultimately, it is difficult to go from the theme of "feeling welcomed" to a simple way that members can engage with Linkage especially remotely.
- The board was satisfied with the approach that the committee is taking with this initiative

**Status:** Completed

Documents

- Congregational Survey 2021 Summary Results.docx
  - Linkage Committee January update.docx
- 

## 4. Learning & Creating the Future



## 4.1. Board Book Discussion

### The Sum of Us Chapter 7, Living Apart

Rob led the book discussion and used the following questions to facilitate

- Heather McGhee describes segregation as a "divide and conquer" strategy. Do you agree, and if so, how would diversity improve our voice as a congregation? Does this show up in non-racial diversity ways?
- Heather McGhee powerfully "flips the script" on segregation to ask what do isolated white communities miss or suffer by being segregated? Do you agree and if so, what tangible things would FUUCA gain via integration?

**Status:** Completed

## 5. Adjourn

### 5.1. Action Items and Announcements

Announcements:

- Holiday fundraiser for staff - Toni
- File management/historical committee files - Nesan

Action items from the previous meeting:

- Kelly to send thank you notes.
- Any comments on proposed budget/actual report can follow-up directly with Rev. Chris.
- Toni and Sadie to convene offline to discuss possible change to language within Policy 3.7.2.
- Leo volunteered to be present during the Christmas Eve service to help with the recipe books and Holiday Staff Fundraiser. Kelly volunteered to post a link online during weekend service regarding the fundraiser.
- Rev. Chris to share the detailed report on Green Sanctuary via MyCommittee
- Linkage to invite David Overton, Wendy Erisman to be part of the Visitor's Forum to share findings from their congregational study on how other churches are managing finances/budgets during the pandemic.

Action items from current meeting:

Announcements

- Holiday fundraiser helped raise \$2061.42
- Nesan shared that he will attempt to leverage the existing MyCommittee folder organization tools to file and catalogue all the files and attachments that have been uploaded over the past several years. The intent is to easily reference working files but also to enable a mechanism to easily catalogue attachments/files going forward
- We will continue online Board meetings in February

Action Items

- Board members will let Valerie know if they would like to record a Leadership Moment
- Board will also pass along names of potential candidates to the nominating committee
- Board will also let Rev. Chris know if they would like to help out with tech stuff related to live Sunday service
- Rob to provide full report for the survey
- Linkage committee will circulate the newsletter article

**Status:** Completed

### 5.2. Assign Roles for Next Meeting

Assign roles for:



- Readings
- Timekeeper
- Process Evaluator
- Board Discussion - Chapter 8
  
- Readings: Russell
- Timekeeper: Nathan
- Process Evaluator: Sadie
- Book Discussion: Suzette or Toni

**Status:** Completed

---

### 5.3. Process Evaluation

Nathan noted 'Satisfactory' performance across all dimensions

**Status:** Completed

Documents

- Board process review form.docx
- 

### 5.4. Extinguishing the Chalice and Closing Words

Nesan read closing words as Toni extinguished the chalice.

**Status:** Completed

---

### Financial Reports - December 2021

Revenue exceeded expenses in December; however, this was partially due to the receipt of some of the employee retention funds we had actually budgeted for receipt in 2022. Still, this had a positive effect on our cash flow going forward. We also received a large amount of restricted revenue from for the John and Karen Franks Faith Development Fund (from John and Karen).

# FIRST UNITARIAN UNIVERSALIST CHUR

12

## Balance Sheet As of December 31, 2021

	OCT 2021	NOV 2021	DEC 2021
<b>ASSETS</b>			
Current Assets			
Bank Accounts			
1072 Bill.com Money Out Clearing	17.06	85.28	275.06
1110 8009-THCU Checking	413,094.32	483,329.58	471,524.51
1120 RBank Debt Service 676	59,149.04	59,151.63	59,154.14
1130 RBank Construction 668	228,332.98	219,435.56	210,537.33
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.	313,905.73	303,962.47	311,822.79
1720 UUCEF Mixed Investment Account	407,214.81	394,315.89	508,218.27
1730 UUCEF Murr Music Account	88,518.51	85,714.60	87,931.14
1740 UUCEF Education	631,233.88	611,238.95	727,045.30
1790 Unrealized (Gain)/Loss on Investments	-416,287.36	-371,966.02	-411,828.47
<b>Total Bank Accounts</b>	<b>\$1,725,416.64</b>	<b>\$1,785,505.61</b>	<b>\$1,964,917.74</b>
Accounts Receivable			
1210 Accounts Receivable	0.00	0.00	0.00
<b>Total Accounts Receivable</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>

# FIRST UNITARIAN UNIVERSALIST CHUR

13

## Balance Sheet As of December 31, 2021

	OCT 2021	NOV 2021	DEC 2021
Other Current Assets			
1199 Undeposited Funds	345.61	4,250.93	2,439.28
1220 VANCO - Payment Reconciliation	0.00	0.00	0.00
1230 Cash/Checks	0.00	0.00	0.00
1240 VANCO - ACH/MS	0.00	0.00	0.00
1250 VANCO - ACH	0.00	0.00	0.00
1260 Stripe	2,546.22	3,073.07	5,596.37
1310 Prepaid Expenses	8,423.36	6,348.10	4,272.84
1490 Other Current Assets	0.00	0.00	0.00
<b>Total Other Current Assets</b>	<b>\$11,315.19</b>	<b>\$13,672.10</b>	<b>\$12,308.49</b>
<b>Total Current Assets</b>	<b>\$1,736,731.83</b>	<b>\$1,799,177.71</b>	<b>\$1,977,226.23</b>
Fixed Assets			
1500 Fixed Assets			
1510 Building	3,810,161.57	3,810,161.57	3,810,161.57
1520 Land	3,772,325.00	3,772,325.00	3,772,325.00
1530 Furniture & Equipment	132,994.25	132,994.25	132,994.25
1590 Accumulated Depreciation	-585,994.79	-596,665.69	-607,336.59
<b>Total 1500 Fixed Assets</b>	<b>7,129,486.03</b>	<b>7,118,815.13</b>	<b>7,108,144.23</b>
<b>Total Fixed Assets</b>	<b>\$7,129,486.03</b>	<b>\$7,118,815.13</b>	<b>\$7,108,144.23</b>
<b>TOTAL ASSETS</b>	<b>\$8,866,217.86</b>	<b>\$8,917,992.84</b>	<b>\$9,085,370.46</b>

# FIRST UNITARIAN UNIVERSALIST CHUR

14

## Balance Sheet As of December 31, 2021

	OCT 2021	NOV 2021	DEC 2021
<b>LIABILITIES AND EQUITY</b>			
Liabilities			
Current Liabilities			
Accounts Payable			
2110 Accounts Payable	1,670.01	1,140.63	2,936.48
<b>Total Accounts Payable</b>	<b>\$1,670.01</b>	<b>\$1,140.63</b>	<b>\$2,936.48</b>
Credit Cards			
2150 Chase Credit Card 3081	2,200.33	6,028.07	1,493.69
<b>Total Credit Cards</b>	<b>\$2,200.33</b>	<b>\$6,028.07</b>	<b>\$1,493.69</b>
Other Current Liabilities			
2320 Security Deposits	0.00	0.00	0.00
2410 Payroll Liabilities	0.00	0.00	0.00
2450 Sales Tax Payable	0.00	0.00	0.00
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
<b>Total Other Current Liabilities</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Total Current Liabilities</b>	<b>\$3,870.34</b>	<b>\$7,168.70</b>	<b>\$4,430.17</b>
Long-Term Liabilities			
2620 Construction Loan	1,264,417.79	1,260,410.03	1,256,229.28
<b>Total Long-Term Liabilities</b>	<b>\$1,264,417.79</b>	<b>\$1,260,410.03</b>	<b>\$1,256,229.28</b>
<b>Total Liabilities</b>	<b>\$1,268,288.13</b>	<b>\$1,267,578.73</b>	<b>\$1,260,659.45</b>
Equity			
3110 Unrestricted Net Assets	473,080.93	473,080.93	473,080.93
3120 Restricted Funds	7,429,514.13	7,429,514.13	7,429,514.13
Opening Balance Equity	0.00	0.00	0.00
Net Income	-304,665.33	-252,180.95	-77,884.05
<b>Total Equity</b>	<b>\$7,597,929.73</b>	<b>\$7,650,414.11</b>	<b>\$7,824,711.01</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$8,866,217.86</b>	<b>\$8,917,992.84</b>	<b>\$9,085,370.46</b>

**FIRST UNITARIAN UNIVERSALIST CHURCH**

**Profit and Loss**

**December 2021**

	<b>Total</b>
<b>Income</b>	
4100 Earned Revenue	
4130 Rentals Revenue	7,757.27
<b>Total 4100 Earned Revenue</b>	<b>\$ 7,757.27</b>
4200 Contributed Revenue	
4210 Unrestricted Contributions	
4211 Pledge	72,463.72
4212 Sunday Plate	924.00
4213 Other Gifts	6,574.62
<b>Total 4210 Unrestricted Contributions</b>	<b>\$ 79,962.34</b>
4220 Restricted Contributions	201,291.38
4221 Special Plate	2,206.52
<b>Total 4220 Restricted Contributions</b>	<b>\$ 203,497.90</b>
<b>Total 4200 Contributed Revenue</b>	<b>\$ 283,460.24</b>
<b>Total Income</b>	<b>\$ 291,217.51</b>
<b>Gross Profit</b>	<b>\$ 291,217.51</b>
<b>Expenses</b>	
Total 6100 Payroll Expenses	\$ 51,164.68
Total 6210 Charitable Giving	\$ 5,158.00
Total 6220 Program Expenses	\$ 3,672.93
Total 6300 Outreach Costs	\$ 89.19
Total 6400 Occupancy Costs	\$ 6,495.51
Total 6600 Software and Dues	\$ 2,239.88
Total 6700 Fees and Insurance	\$ 6,928.36
Total 6800 Depreciation and Interest	\$ 15,470.71
Uncategorized Expense	\$ 148.09
<b>Total Expenses</b>	<b>\$ 91,367.35</b>
<b>Net Operating Income</b>	<b>\$ 199,850.16</b>
<b>Total Other Income</b>	<b>\$ 29.08</b>
<b>Net Other Income</b>	<b>\$ 29.08</b>
<b>Net Income</b>	<b>\$ 199,879.24</b>
<b>Non-Operational Expenses</b>	\$ 15,470.71
<b>Non-Operational Revenue</b>	\$ 201,291.38
<b>Net Operational Cash Flow</b>	<b>\$ 14,058.57</b>

Saturday, Feb 05, 2022 05:35:06 AM GMT-8 - Accrual Basis

**FIRST UNITARIAN UNIVERSALIST CHURCH**  
**Profit and Loss**  
**January - December 2021**

	<b>Total</b>	
	<b>Jan - Dec 2021</b>	<b>Jan - Dec 2020 (PY)</b>
<b>Income</b>		
4100 Earned Revenue		-389.65
4110 Event Revenue		55.97
4120 Admissions/Ticket Revenue		3,260.10
4130 Rentals Revenue	74,767.25	52,891.87
4150 Merchandise Sales		42.00
<b>Total 4100 Earned Revenue</b>	<b>\$ 74,767.25</b>	<b>\$ 55,860.29</b>
<b>4200 Contributed Revenue</b>		
4210 Unrestricted Contributions		40,000.00
4211 Pledge	675,812.73	675,462.19
4212 Sunday Plate	10,599.64	28,541.44
4213 Other Gifts	50,665.99	285,970.55
<b>Total 4210 Unrestricted Contributions</b>	<b>\$ 737,078.36</b>	<b>\$ 1,029,974.18</b>
4220 Restricted Contributions	230,474.36	293,990.33
4221 Special Plate	14,531.99	8,024.28
<b>Total 4220 Restricted Contributions</b>	<b>\$ 245,006.35</b>	<b>\$ 302,014.61</b>
<b>Total 4200 Contributed Revenue</b>	<b>\$ 982,084.71</b>	<b>\$ 1,331,988.79</b>
<b>Total Income</b>	<b>\$ 1,056,851.96</b>	<b>\$ 1,387,849.08</b>
<b>Gross Profit</b>	<b>\$ 1,056,851.96</b>	<b>\$ 1,387,849.08</b>
<b>Expenses</b>		
Total 6100 Payroll Expenses	\$ 648,480.55	\$ 627,542.03
Total 6210 Charitable Giving	\$ 41,558.64	\$ 54,585.98
Total 6220 Program Expenses	\$ 48,801.05	\$ 46,690.51
Total 6300 Outreach Costs	\$ 7,837.58	\$ 15,994.76
Total 6400 Occupancy Costs	\$ 88,808.43	\$ 95,430.33
Total 6600 Software and Dues	\$ 19,128.95	\$ 31,936.36
Total 6700 Fees and Insurance	\$ 66,768.51	\$ 75,665.19
Total 6800 Depreciation and Interest	\$ 193,439.37	\$ 202,369.76
Uncategorized Expense	\$ 148.09	\$ -
<b>Total Expenses</b>	<b>\$ 1,114,971.17</b>	<b>\$ 1,150,214.92</b>
<b>Net Operating Income</b>	<b>-\$ 58,119.21</b>	<b>\$ 237,634.16</b>
<b>Total Other Income</b>	<b>\$ 60,065.16</b>	<b>\$ 143,114.74</b>
<b>Total Other Expenses</b>	<b>\$ 5,820.21</b>	<b>\$ 0.00</b>
<b>Net Other Income</b>	<b>\$ 54,244.95</b>	<b>\$ 143,114.74</b>
<b>Net Income</b>	<b>-\$ 3,874.26</b>	<b>\$ 380,748.90</b>
<b>Non-Operational Expenses</b>	<b>\$ 193,439.37</b>	<b>\$ 202,369.76</b>
<b>Non-Operational Revenue</b>	<b>\$ 230,474.36</b>	<b>\$ 293,990.33</b>
<b>Net Operational Cash Flow</b>	<b>\$ (40,909.25)</b>	<b>\$ 289,128.33</b>



Monthly Program Development Report  
First Unitarian Universalist Church of Austin  
January 2022

Worship Services and Gatherings

We continued to offer virtual services and programs of the church, as our area remained at the Stage 5 risk category for the Covid-19 pandemic, preventing gathering in person. We added a page with all the links that folks might need while viewing the Livestream of our services and were able to reinstitute the Livestream through Vimeo.

Building

Shannon continues checking the mail and making deposits each week. She also took preventative measures to prevent broken pipes during the recent freeze.

Church Operations

Staff continue to work mainly from home and meeting through Zoom.

A minimal group of staff and volunteers socially distance in the sanctuary each Sunday to Livestream the worship service.

Finances

Please the separate financial reports attached.

Warmly,

Chris

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

First UU Church of

Austin

February, 2022

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

Interpretation:

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

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

Measures:

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

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

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

We mark special occasions with parties.

Narrative: The church adults and children speak to one another in the hall. The adults know the kids’ names. The children are considered in church plans as much as the adults are.

Families know one another, and they are engaged with one another. Those who are ill do not feel forgotten.

Evidence of Progress:

Because of the Pandemic, we were virtual for most of 2021. Rather than looking for “progress” we were focused on providing opportunities to connect: to enable people to continue feeling connected to the church and each other. Both Staff and Committees found creative ways to have fun together safely.

### Sunday morning classes:

- From January- September, zoom classes continued every week for PreK-8th Grade and less frequently for High School, following their interest.
- From October - December, Babies through 5th Graders met outside on the playground every Sunday; Middle and High Schoolers met every other week indoors, with masks
- “Fun and Fellowship” was the guiding principle behind outdoor R.E. classes - the focus was on connection rather than curriculum.
  - Children participated in chalice lighting and covenant with teachers, then practiced being a Unitarian Universalist by choosing whether to play, read, color, craft, or chat with friends.
  - Children were engaged and happy. Teachers reported feeling joy and fulfillment getting to spend time with the children in person.
- Youth Choir met on zoom every Sunday in the spring and fall
- Children’s Choir met on zoom every Sunday in the spring

### Monthly Care Packages:

- From January - May, we sent monthly “care packages” to families with kids that included faith support for all ages.

### Our Whole Lives:

- OWL is not permitted to be taught online, so we supported families by sharing online sexuality education resources for a variety of ages.

### Special Gatherings

This year we hosted:

- Easter Egg Hunt
- All-ages Halloween Festival
- Monthly all-ages gatherings in the courtyard during the summer, when outdoor in-person gathering was permitted
  - This included an intergenerational art project, where all ages sat around a table creating together
- All ages participated in our Christmas Pageant, our first in-person multigenerational worship service since the start of the pandemic
- All-ages gift swap in December
- Youth Sunday, produced virtually by the high school group

### Adult RE:

- 6 Chalice Circles - monthly
- Wellspring: Sources group - bimonthly
- Emerging Adult Listening Circle - monthly
- Reproductive Justice Seminar - January & February

### Adult Fellowship

- Weekly Coffee with Kami and Minister Hangout Zoom Meetings
- Austin LGBTQ Community Heart Circle monthly meetings
- Neighborhood Scavenger Hunt - finding the houses of church members that live nearby

### Adults

Members who are sick, have had a baby or have experienced a death in the family receive cards and phone calls from the Care team and the ministers. Visits are not permitted these days until someone has been moved into Hospice Care. The Sr. Minister gets a “cards report” every few months detailing those who have been sent caring cards. Senior members who can’t get to church are called and kept connected with First UU. This is a new effort, the Senior Ministry, where a group of volunteers are assigned one senior or one couple each, and they make contact a few times a month, visiting when possible and calling.

We have an informal network of women who have been diagnosed at some point with breast cancer who have agreed to talk to and support women who have a new diagnosis. This is comforting and dispels some of the fear of the unknown that comes with such a diagnosis.

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

We have a new fund for Religious Education, funded by John and Karen Franks, to help pay for people to take OWL training, RE training, seminary, conferences, and to help pay student intern ministers. This fund granted 5.000 to Bear for his seminary tuition. I need a board member to be on this granting team with me and Chris, and another church member not on the board.

### 2022 RE Report:

The pandemic invited us to shift our focus from outreach to finding ways to make sure that we are continuing to be a spiritual home for people already here.

Our choice to stay virtual to keep everyone safe when other churches were returning in person was deeply rooted in our first, sixth, and seventh principles.

### Transforming Connection service

### Weekly coffee hours

New people have been welcomed to and participated meaningfully in:

Young Adult Worship led by Bis Thornton  
 Emerging Adult Listening Circle led by Julia Heilrayne  
 6 Chalice Circles  
 Wellspring: Sources

### Music Program:

December - first in-person choir gathering to record Silent Night

Youth Choir has continued meeting

Children's choir met in the spring, shifted to Rina recording hymns in the fall

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

First UU Church of Austin

February 2022

### Interpretation:

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

We will invite people to join this church through becoming more visible in the community, through ads and outreach, through livestreaming the services. We will encourage church members to speak about the church and invite friends to come visit.

We will have a staff member who is in charge of membership, who can guide people as they take steps to move from visiting to joining, and then to more meaningful involvement. Our new Transformation Through Service ( as of 2022, Transformation, Connection, Service) program will provide a more detailed and intentional path for members to find their calling in the church and, through involvement and experience, make it more and more their spiritual home.

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

\*attached

### Measures:

How many of our members know the seven Principles?

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

How many people have been served by the TTS team?

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

### Evidence of Progress:

2022

Shannon Posern has facilitated 3 Path to Membership Classes since the last report. People have joined the church (16 people joined) , including some who have never been able to attend in person. These classes have all been remote.

I don't think many of our members know the Principles. Maybe we can work on that in the future.

We haven't run ads, since we want to have a fully functional congregational program before we reach out.

The TTS (T,C,S) team continues to interview people and connect them with the service opportunities in the congregation. Mostly the service opportunities have been in Social Action and pastoral care.

We continue to have visitors, and they can see how we are living our principles by keeping folks safe in this pandemic. Families with children can take advantage of the RE classes, which are held online or in

the playground, when we are meeting in person.

### 2021

Our church administrator, Shannon Posern, still gathers names of those interested in membership and arranges for Path to Membership classes. Our first one since our last class of new members ( February 2020) will be this Saturday, February 13. She has adapted the curriculum for the remote class.

The Transformation Through Service team has continued to interview people and connect them with ways they could work within the church teams. This has slowed down quite a bit since the pandemic, though.

We have people visiting now from all over the world, and staff and ministers welcome them. Sometimes they come to the coffee hour on Zoom after the service.

Our services reach maybe 200 people on Sundays and many more throughout the week.

I'm about to embark on a sermon series on the Principles again, so the people who are new might be introduced to them, and the folks who are aware of them can have their knowledge and thought refreshed.

We have not run FB ads recently, and we may start thinking about running them again this summer. There is a good conversation to be had in the coming days about membership now, what it means, how to count it, how to invite people to be part of the church's life. Now we know that we are not a congregation that is geographically limited, how do we think about the people of goodwill who need us? With many small churches floundering, we may need to reach out or be ready for groups of people from other towns who want to be part of what First UU is doing.

### 2020

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

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

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

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

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

**[Last updated on 02/09/22]**



CHURCH *of* Austin



**Disruptive Behavior Policy**

revised: April 2019

## **I: Background**

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

## **II: Definitions and Scope**

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

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

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

## **III: Confidentiality**

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

## **IV: Actions**

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

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

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

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

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

## **Appendix A:**

Here are a few examples of disruptive behavior:

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

# FUUCA21 Survey Open Responses

Compiled December 2021

## Open Ended Question: Which online activities should we keep going as we return to in person meetings?

Summary TBD

### Positive General Items

- Streaming the services. +1 +1 +1 +1 +1 +1 +1 +1 +1
  - PLEASE keep virtual church on Sunday! I need it. TY
  - Sunday service. Maybe some of the social events for those who can't drive or who live far away, but it's hard to do a mixed event well.
- The service should always be streamed for those who can't get to church and for those who live outside of Austin
- Hmm. I could see some business meetings and small group meetings benefitting from ongoing online options. As someone whose work and family life just blew up during the pandemic, I participated in very few Zoom sessions. I was on way too much Zoom at work, my kid hates Zoom and is camera shy, and my workload just exploded so I had to cut everything I could. In more normal times, though, I could see some usefulness for Zoom options for business meetings and maybe even a few other activities.
- I did not participate in the Chalice Circles, but my partner did. She got a lot out of the experience. Also, since I working mostly virtually at home, I was totally burned out on zoom. But, someone else's situation may be completely different. Virtual platforms can make some conversations more accessible (like appointments).
- I'm not super social and am very poor at time management (see: living in a household w/ a child under 3). I keep meaning to do a coffee or hangout w the Ministers...
- Conversations with Jamie; add virtual forum
- Informal gatherings,
- Have multiple times for activities such as coffee and ministers hangout for those of us who still work and are free only from 1200-1300.
- Hangout with the ministers
- Service online for those who are unable to attend. Maybe the coffee with ministers
- Hangout with the ministers. I like knowing that the ministers are as easy to see and access even if i don't participate. it's like a security blanket
- morning get togethers before the servicen
- Committee meetings. At least hybrid, but people shouldn't have to drive to volunteer if they prefer not to
- I hope Kelly continues to do the book read online
- No idea. We were regular virtual attendees at first and even did 1 or 2 other mtgs, then it dropped off after adopting puppy until only our child attends regularly (or at all).
- Many evening committee meetings should continue online, perhaps with occasional in-person meetings.
- Wellspring, chalice circle, spirituality groups

- Services, with hopefully the high quality demonstrated during the pandemic.
- Virtual services, virtual chalice circles
- church, minister hangout, maybe some groups for those who can't go in person
- Paradox Players
- Social action - I feel this has fallen off during the pandemic, which is understandable, but needs to be reactivated.
- Maybe meetings, but, as a general rule, I want to meet in person.
- Services for sure.
- It's a lot easier to do committee meetings online so we don't have to drive to the church. Things like fellowship and chalice circles I would rather do in person.
- I personally like the chalice circles are virtual, and I like being able to attend services online.
- Stories for all ages. ( children's)
- Online participation should be a default option for all activities if possible
- Music offerings and music concerts Add virtual game nights
- Hangout with the ministers was good. Never tried the others.
- Hangout with the ministers
- Services Meet with ministers Mens luncheon Womens luncheon
- I like the online service - maybe continue recording so those not able to attend can watch later.
- Weekly schedule
- Minister Zoom Coffee with Kami
- Whatever people use.
- Sunday livestreaming and coffee w the ministers
- hangout with ministers
- While there are benefits to being in a room together, I think some committee meetings and groups like Chalice Circles could be virtual. Especially for evening meetings, it's nice to not drive! And it would be in line with environmental stewardship goals.
- ZOOM for Meet Up with ministers
- Online worship. We could also start new online activities.
- I don't particularly need online activities once we return to in-person meetings. But I think they should continue to be offered where feasible, at least for major activities (e.g., Sunday services, chalice circles, books groups), and especially for those with health or transportation issues. In addition, based on experience, if the Coffee with Kami and Hangout with Ministers demonstrated a connection need not previously evident, those might be continued, perhaps with an adjusted length and frequency and ministers alternating hosting duties
- Sunday service, offering Chalice Circles via Zoom, committee meetings via Zoom if the committee likes it that way, and whatever else you think of
- Chalice circles
- Most of what I did online will be as good in person. I suspect some activities might be successfully continued on line, especially for people who are farther from the church. The more structured things like many meetings, and maybe Chalice Circles might be candidates.

## Negative

- I am not a big online consumer. I am too easily distracted by my environment.
- I have a hard time with online activities.
- To be honest, I am "Zoomed out". I'm not doing online activities if I can at all avoid it, at this point.

- I don't know. I have reached my limit for online activities due to work and personally can't do more. Other people probably feel otherwise.
- None. I am very, very tired of zoom get togethers
- I don't like online activities.
- Honestly can't say at this point. I spend 40+ hours a week in virtual meetings, and can't face additional ones on my personal time, so my feeling right now is none, but as work returns to in-person there might be some I would be interested in long term.

## Open Ended Question: What question do you wish we'd asked but didn't?

Summary TBD

### Positive Comments

- I kinda wish the ends had been explained a bit more.
- In what ways have you been involved in the church community?
- In what ways to you practice UUism outside the service?
- no but this is an excellent question to include!
- How has the pandemic changed your situation or perspective?
- My work has strong social justice component to the point that what the church does seems less vigorous in creating change than my work. I would want church to be a way to prevent "burnout." Maybe their could be a way for those immersed in advocacy and change to meet as a way to replenish.
- How can church be more transgender friendly
- What is the state of 1st UU and our national organization? Are we in financially stable and in good relation with the national organization?
- Are we meeting your access accommodation needs?
- What can we do to improve our online presence? Answer: the amalgam of website, Church Center, newsletter, and email is, to be generous, not well integrated. Either commit to Church Center or don't; as it stands, group information is extremely spotty. Where do I look for events? Website? Church Center? Buried somewhere in the newsletter? Can't we have one calendar in one place, and link to it from the other information outlets?
- I think I already filled this survey out, and yet, I'm doing it again.
- What aspects of the First UU experience could be improved?
- Why did you answer so many things "N/A"? It means "I don't know."
- How have we done keeping congregation engaged both at church and in the larger community during Pandemic?
- Open-ended questions about what we want more of and other feedback.
- tracking ability/disability status and access to service and events
- Do you feel free to discuss your truth at First UU?
- How one feels about ministerial involvement with members.
- Do you find it hard to connect with people in general?
- Where do you consider yourself at, in relationship to FUUCA?
- Why do people engage or not engage with various church activities.

- Can / will we and our national members demand inclusion of Mexican Americans on PBS PROGRAMMING on regular programming, I.E. Washington Week in Review , News Hour . Will UU develop a survey for this ?
- Do we need more music concerts at church
- Would i like more potlucks?
- What is the most important class or outside activity at First UU
- What are you most looking forward to as the church resumes in person services/activities?
- Change in behavior/participation pre/post covid (Was more involved pre-covid)
- What is a church-wide activity that we could get (almost) everybody to participate in (for fellowship and community-building)? Possible answer: Many churches in Texas participate in some form of Oktoberfest (suasage dinners, German oompah music, etc.).
- What other activities would you be interested in seeing?
- I wish you had asked about the music program. We have wonderful musicians (on staff and in the congregation and visiting musicians) and I would like to see them be a bigger part of the services now that we can be together in person again. I guess my expectations are high because of their high caliber, but it seems like they have become a low-key (pun not intended) part of the service. I hope they, and all the staff at First UU, are doing ok.

## Open Ended Question: Any final comments?

Summary TBD

### Positive Comments

- We've not been involved with the church during Covid (but continued paying our pledge!). Look forward to reconnecting further down the road.
- This has been our home for nearly 50 years.
- Would be nice to receive newsletters again, hope you will reconsider the elimination of this communication tool. Be well and Happy Thanksgiving!
- Best church ever.
- You all are amazing. The virtual services during the pandemic served a lot of purposes (spiritual, connection to community, outlet for creativity, refusal to give up). Given we were/are experiencing the pandemic concurrently with so many other devastating threats and challenges (Trumpism, racism, social unrest, climate change, etc.), it made the connections with each other even more important. I am glad the pandemic status in Austin is at a level where we can meet in person, but am also glad there is a virtual option.
- I like the UU and have started coming back to in-person Sundays. I feel out of practice, but it feels so good to come back!
- We think Unitarians are wonderful. If we lived closer we would again attend services. If we move closer in, we will again attend. Thanks for all your good work.
- Keep up the splendid work; also wish there were a way to connect to lapsed Jews
- We moved to Austin just before Covid so don't really have a good basis for answering the survey. But we look forward to attending services soon.
- Love to y'all!
- I'm terrible at keeping in touch with friends and family who live far away. Hopefully my enthusiasm will return once I return in person.
- How is the long-term reopening plan progressing?

- I am grateful for the quality of the online services during the past two years but look forward to more in-person activities.
- So happy to be a new member, I hope we get to have a special service soon!
- no you're doing an amazing job. wish I could give more money. Also, Jon and I keep our money mostly separate bc of his kids and ex-wife and he'll have to pay for Ocean forever. So just wanted to explain why I said I'm low income. Our situation is complicated.
- I have tried and tried to find ways to get more involved in First UU, spent hours with the TCS representative with which I felt like a space alien.
- It is largely my fault, but I don't feel well-connected to First UU at present. I do feel the ministers should be more pro-active with members
- It would be good to have some kind of class for those considering joining. I have attended off and on for many years without formally joining. I attended a class for those considering becoming members a number of years ago, but was turned off by the former minister's attitudes. I might have joined one of the chalice circle groups recently, but they were only open to official members.
- Thanks for doing this. Good survey. I think the church has done well during the pandemic, and will emerge from the pandemic strong and vibrant.
- I hope we can start meeting in person on a regular basis. However, I know that the pandemic has created a difficult barrier. While I enjoyed the Chalice Circle last year, this year, I decided not to join, because I think that the Chalice Circles would be more beneficial to my coming closer (friendship, that is) to other church members. Zoom is ok, but not the ideal form of human interaction, socialization, that is.
- As a relatively new participant, especially in view of only being in the Sanctuary 2x? before the shutdown, I am very attracted to the church's values, people and community offerings, but also am still feeling my way through what level of involvement feels right for me. In my own personal growth reflection I DO appreciate how "the church" has been present and supportive and that this does take people participating....
- Thank you to the ministers and staff for continuing to do a stellar job and shepherding the church activities during a difficult period due to the pandemic!
- I don't know much about your church, but I am interested. I have just moved to Austin, and am looking for a church to attend. I used to attend a UU church in Maryland.
- My child loves the religious education classes and choir. Volunteering as the parent in the zoom for youth choir is what helped me continue to feel connected to the UU community. Without those two programs, youth religious education and youth choir, we probably would not still be members of the church since we joined a few months before the pandemic started.
- I think you all are doing a great job. I have utmost confidence that were I to need help that I could absolutely get whatever I needed by simply explaining my situation.
- I think it is vital that we get up to pre COVID-19 operation as soon as possible. Many people are suffering from pandemic depression, and our church could provide a real world spiritual home to help them find a way forward.
- I am trying to reengage with the UU community after first grad school and then the pandemic. Feeling disconnected and want to contribute in a meaningful way.
- I was unable to answer the "how well are we doing" questions. I don't know what impact we're making.
- I am at Westminster and I enjoy the monthly service that Kathleen provides.
- Our UU church has changed my life since I joined about 12-14 years ago. I really enjoy the informal group of ladies call "Sisters." I REALLY enjoy the meditation group. I hope I get to go back to volunteering at the Welcome Desk soon.

- This has been a terribly difficult almost 2 years and I am most grateful to the church staff and all volunteers who have kept us going through the pandemic. I have missed the physical presence of church on Sunday and being able to go to the church during the week to see/meet with people. It still kind of feels like a ghost town, but I'm hoping that will change as staff and groups become more present on a regular basis.
- Really looking forward to getting my 2 year old vaxxed and returning to in-person services.
- Rev Meg brightens my world which has become smaller due to limited mobility.
- I did not participate at all during the shut down. Plan on returning to church soon.
- Very nice job constructing this survey!
- Many of the church "ends" have been difficult to implement during the COVID-19 restrictions. Also difficult to assess.
- I would love more volunteering events! First UU IS AWESOME and I'm so grateful for this community. I would also love meditation events and resources on Buddhism. Just a few suggestions! I have been so impressed with the opportunities to stay connected during covid.

## Negative Comments / Questions

- Race / Mission
  - This is delicate - there is no such thing as race. It is a made up concept meant to divide us - we have different geographical origins and our DNA is 99% the same. Rather than focus on the shame of the dominant anglo culture (e.g. white supremacy) why not focus on and celebrate other cultures and include them in our services with invited visitors and music? UU's are lousy missionaries and we should consider reaching out to diverse communities. Guilt and shame are lousy motivators - white people know the abuses of past generations - let's celebrate other cultures and get outside of our own comfort zones.
  - you asked about our values without reminding us what they are. i don't have them memorized.
  - I appreciate the efforts of the church to carry on in spite of the pandemic. I feel concerned about a seemingly closer association between UUism and far-left politics or "wokeness." To me it feels too similar to the problematic alliances between right-wing politics and certain churches/denominations. It starts to feel very partisan, less like a liberal religion, and more like leftism/critical theory/wokeness as a religion in itself. And I don't think those things have the depth, history, and balance to function as religions. That is not to say UUism and our church shouldn't speak up about social causes, but maybe there should be reason to pause and question if a religion is totally rejecting of some political alignments and uncritically embracing of others.
  - Our moments for beloved community, while well-intentioned, for the most part only serve to reinforce oppressor/oppressed narratives and white guilt, which won't close pay gaps, stop police violence against people of color, etc. More concerning, I think the moments of beloved community would likely alienate any people of color who chose to visit our church.
  - Inter denominational service exchanges (through scheduled regular meet ups / at other faith congregations by member groups ) .
  - I don't like the addition of the phrase "to build the Beloved Community." It's redundant, and the extra words muddy the message. "Nourish souls, transform lives, and do justice" is pithy and says it all. Also, "to build the Beloved Community", with its reference to MLK, sounds like something a sanctimonious white person would say. I know you meant well by adding it, but it's always irritated the hell out of me.



- What passes for anti-racism at First UU and in the UUA is simply racism under another name. If First UU wanted to create a more racially diverse congregation, this would be a laudable goal. But instead of working toward this goal, people are sitting in circles with other members, performatively flagellating themselves for their original sin of white privilege. Enough. This hyper-focus on race and white privilege does not help anyone grow spiritually and only serves to divide people on the basis of race. We need to focus on positive virtues of freedom, justice and equal opportunity for all.
- When will public affairs forum return?
- Need to be more welcoming to transgender individuals and more supportive of transgender individuals who are not children of members. Need to take advantage of zoom to meet with members of other congregations
- We need a print newsletter to build community. Many of us simply won't bother to check online but would read a newsletter.
- The church grounds are in need of much care. Our earth should receive more attention. Less carbon, cleaner air, promote electric vehicles and much more.
- It's such a strange couple of years with difficult logistics that I feel like any comments and adjustments are likely to be ill founded. Remaining « on hold » is distasteful, but by and large I think making major adjustments is a bad idea. If this continues for another year then it's time to declare it the new normal and make plans accordingly.
- I know UU's history is based on cerebral endeavors. I need deeply experiential, spiritual discussions.
- When we get to normal I would like game nights to resume
- It was disheartening to learn that there was no effort made by church leadership to reach out to congregants during big freeze.
- We could use more community fun stuff.
- Are there volunteer opportunities we haven't asked about or don't know about? Maybe some newer members/attendees did something interesting in another church/city.
- Timing of many Zoom activities was awkward for those of us who work full-time.
- It was startling to see Meg enter the church in a wheelchair during the attempted video of our intern's installation and not know anything about what is going on with her health. Perhaps something was mentioned in the newsletter or during a video and I did not see it. But still, it was unexpected.

## FUUCA21 Survey

## Summary from Open Response Questions

DRAFT – 1/10/22

1. Which online activities should we keep going as we return to in person meetings?
  - a. Keeping virtual church services was by far mentioned the most, with a variety of reasons given (e.g., those who can't get to church, those who live outside Austin).
  - b. Hangout with the ministers was mentioned multiple times, with one suggestion that alternative times be offered to accommodate more schedules (e.g., work). One person mentioned appreciation that the ministers are accessible, even if they don't participate.
  - c. Committee and small group meetings (including Chalice Circles specifically) were mentioned several times. Many people appreciate not having to drive to the church for these, especially at night. Some mentioned hybrid (join in-person or virtually), or mostly online but occasional in-person meetings. A couple people mentioned that they prefer these in person.
  - d. Other mentions:
    - Kelly's time for all ages in the service
    - Paradox Players
    - Coffee with Kami
    - Book groups
  - e. Several people mentioned being burned out or uninterested in using Zoom.
2. What questions do you wish we'd asked but didn't?
 

Thirty comments covering a range of topics were included in this section.

  - a. Questions to be considered for inclusion in next year's congregational survey
    - How has the pandemic changed your situation, involvement or needs?
    - Do you feel free to discuss your truth at First UU? Why or why not?
  - b. Other issues for exploration:
    - Increasing church-wide activities for fellowship and community-building (e.g., Oktoberfest celebration, pot lucks)
    - Access accommodation needs
    - Improvement/coordination of online information
    - Music concerts
    - Ministerial involvement with members
    - Communication about the relationship between First UU and UUA
    - Inclusion of Mexican Americans in television programming
3. Any final comments?
  - a. Many positive general sentiments about the services and ministers
  - b. Praise for the virtual services during the pandemic
  - c. Gratitude for being able to return in-person for Sunday services
  - d. Multiple requests to bring back the printed newsletter
  - e. The last two years have been very difficult
  - f. New members happy to be joining but still trying to find a way to connect at First UU
  - g. Moments for beloved community, though well-intentioned, reinforce oppressor/oppressed narratives and white guilt, and potentially alienate people of color who attend services.

- h. Interest in more social justice and opportunities to volunteer
- i. Questioning the impact we're making
- j. Church grounds are in need of care
- k. We should focus on celebrating other cultures and including them in services with invited visitors and music instead of focusing on the shaming of white supremacy
- l. Kudos to Kathleen for the services at Westminster
- m. Concerned that association between UUism and far-left politics is partisan and lacks objectivity
- n. Would like inter-denominational service exchanges/meet ups
- o. Need to be more welcoming of transgender adult individuals
- p. More opportunities for deeply experiential, spiritual discussions vs. cerebral

## Linkage Committee Update February 2022

### Background

#### 1. The retreat

At the annual Board retreat, we set goals for the year. The summary notes describe our goals like this:

The board wants to focus its linkage conversation on welcome and belonging, as a more nuanced way of opening the congregation up to the larger context and implications of the 8th Principle. Some key questions:

- What makes you feel welcome?
- What makes you feel you belong?
- How might we help others belong?
- What might we change so others belong?

We discussed many ways to creatively discuss this theme of welcoming with groups, including engaging with Religious Education.

**The charge to the Linkage Committee:** come back to the board with tweaked questions (if needed) and a proposed process (including timeline) to engage groups in answering them. Although we did not set a due date for the committee's next step, perhaps the committee could come to the 9/21 board meeting with some milestones established for its work and a sense for the board of how linkage will unfold over the year. In addition, the board charged the Linkage Committee to establish a schedule for congregants and others as appropriate to meet with the board during its Visitor's Forum.

### 8th Principle Conversations

The board also discussed the continuing conversation on the 8th Principle. Rev. Meg indicated her interest in continuing this conversation with the congregation, and the board agreed this would be the appropriate place for that to continue. You discussed holding the vote to adopt the 8th Principle at the May 2022 congregational meeting, with the assumption that Rev. Meg, as Executive, would prepare the congregation for that vote through already-established operational mechanisms such as the Moment for Beloved Community.

#### 2. The plan

The linkage committee created plans to invite people to come to speak with the board at the Visitor's forum. We have a list of people who we'd like to invite and each month we meet to identify who we will invite for that month's meeting. In addition, we began to develop a plan to recruit individuals to have two rounds of information gathering. In the first round we would ask congregants to answer open-ended questions about welcoming. In the second, we would recruit people to participate in small-group interviews. Our questions for these interviews would be informed by what we learned from the first round of data collection.

After reviewing the information gathered, the committee will prepare a report for presentation at the April meeting.

### **3. What we've learned**

We have gathered some responses to our questions about welcoming via Survey Monkey and facebook groups, but participation has been low. See the end of this document for the responses so far.

Themes:

- First UU is welcoming
- The importance of feeling “seen” when you come to church
- Having a space that feels welcoming and accommodating of all people’s needs. For example, having gender-neutral restrooms and being ADA compliant.
- Not projecting exclusivity or assuming “in-group” status. For example, don’t assume that everyone has a college degree or is allergic to Republicans.
- Invite people to participate
- Wear name tags
- Look for cues to know how much people want to engage

### **4. What's next?**

Remembering that the goal of this activity is not to monitor what has happened, but to help our community figure out where it wants to go, we plan to have some small group interviews. We hope to have these sessions in-person in March, but if we must we will do them on zoom. Our first group will be with new members, those who have joined since March 2020. The purpose of interviewing new members is to highlight the sense of welcome people who have primarily engaged with the church remotely feel, since the vast majority of responses so far focus on things relevant only to in-person services and events.

We need to develop an interview schedule for these small group meetings. The goal would be to dig deeper into the themes. For example, are there ways that our space could be more welcoming to more different types of people? But also thinking about how “welcoming” relates to our church ends, specifically ...

- We support and challenge one another in worship, spiritual growth and lifelong learning to practice a rich spiritual life
- We care for one another in intergenerational community and connect in fun and fellowship
- We embody the principles of Unitarian Universalism and invite people of goodwill to find a spiritual home with us
- 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

Welcoming is more than just saying hello, but is about coming into meaningful community with one another.

## Welcoming

### Facebook Responses

First UU Austin Members and Friends

<https://www.facebook.com/groups/1545006379170455/posts/2136060283398392/>

Nathan Walther

What does welcoming mean to you?

First UU Austin members and friends, this year the board is exploring what it means to be welcoming. We'll have more questions coming, but let's start with an informal discussion here. Please comment on what welcoming means to you!

Carrie Holley-Hurt

Being seen! In terms of church it means being greeted (which I know is hard when we aren't together) and then feeling like people in the church want to get to know you/your story.

Betty Wood

Speaking to and having conversation to people I don't know--but I know they probably have many beliefs in common with me. I try to have conversation with someone who is standing alone (when we were all at church).

Nathan Walther

I enjoyed that conversation we had in the courtyard 😊

Kelly Raley

Betty Wood is the definition of welcoming. I'm not sure I would have joined the meditation group without her encouragement. And if I hadn't joined the meditation group I might not have become as engaged as I am. It made a big difference to my experience of the church.

Betty Wood

Kelly Raley If I knew how to put a heart on your post, I would do it!! Thank you for your post!

Jennifer Loehlin

Welcoming to all people of good will. I worry, for example, that some of the vocabulary in some of the responsive readings might be intimidating to people who aren't college educated. (And here I am saying that in an unnecessarily sesquipedalian manner.)

John Adrian Keohane

Nathan In 2006 GA, Jefferson Unitarian Church in Golden Colorado produced a presentation, later a \$8 DVD from the UUA bookstore, titled "Ideas for Growth". The first of three one-hour sections, video presentation interspersed with small group discussion, was "turning away fewer visitors". Let's get that DVD and use it. It's great!

Leo Collas

"Welcoming" means giving a warm and genuine greeting to someone who you don't know; who may be new; who may be nervous; who may be lonesome; and who may someday become a great friend.

Bis Thornton

To me, feeling "welcomed" means feeling like my existence was taken into consideration before I even walked through the doors for the first time. I think of things like: free breakfast, gender neutral restrooms, wheelchair-accessible building, etc. These things might seem like nothing to some people, but they indicate that I am free to bring my whole inherently-interdependent self into the space, because I know I am not expected to solve problems like where to go to the bathroom or being hungry all by myself.

Brianna Gayle

For me, de-emphasizing political views feels welcoming. Even though I vote Democratic and value discussing politics, I don't think church is the right place for those discussions. It's hard for me to imagine someone whose views are more conservative feeling welcome at our church. In that way, our community may be just as exclusive as conservative religious communities, and contribute just as much to political echo chambers and polarization.

Loren Unger

Lots of exp as "new to" and alone (not w/kids friends or other existing members) to both in-person (travel n relocation) and last few years online at numerous UU and UU related orgs, Welcoming for me has always been found when there is truly Welcoming Energy. So, making sure that people feel Acknowledged and Invited to Participate (or not) as best able/they choose. So, def Smiles and Nods and "Smile Words" that say Welcome -We are Glad You Joined Us ToDay. And, We are Here for You and if You Want More, Here We are-Just Let us know. 💕  
ps: You guys Nailed that in my case! 🙏

Gay B. Phillips

Just give a warm smile and tell them you are glad they came and if they have any questions that would make their visit more pleasant to just ask. Then make sure to see them after the service and say you hope to see them again. Never ask them where they are from or anything personal. If you see them again tell them that you are pleased that they are back and hope they will enjoy the service. Too much conversation can be intimidating. Slow and caring is the best way I feel. Learn to read body language. My 2 cents worth!

John Adrian Keohane

Gay, Terrific response. Hit the nail on the head. Now it's one thing to think it and another to do it, and clearly looks like you do it. Now for those less able at it than you, that presentation/CD done by Jefferson Unitarian church in Colorado, would be a good thing for the membership or welcoming committee to see and use and offer for a zoom class, using the first section, which, with description and examples, and space for discussion would work well. The first hour is "turning away fewer visitors".

### Survey Monkey responses

## 1. When have you felt most welcome at First UU Austin? What made you feel welcomed?

- I've only been in person 2 times. Those times, I found it inviting that both the individuals and the general atmosphere were relaxed. Honestly, to not be singled out made me comfortable being there. I have continued to join most Sunday services, virtually. The whole attitude is welcoming. To be surrounded by likeminded people, presenting relevant material and music creates a welcoming environment. Also there is never a sense of longtime members or staff as exclusionary.
- Generally being greeted and included in casual conversations before and after services and at church gatherings.
- Returning to in-person services; being greeted by all with whom one encounters.
- When being greeted by friends and seeing people I know even if we're not truly friends
- I have felt most welcome when I was part of something such as nominating or search or chalice circles. The closeness of a group working toward a shared goal fostered that feeling.
- I think I started going to First UU in 2004 and became a member in 2013. At this point I have more of a member attitude that it's my responsibility to try to make others feel welcome. It's hard for me to think about when I felt most welcome at First UU. One thing that sticks out in my mind is a Leadership Workshop the church did years ago (maybe early 2014) when Wendy Erisman presented Myers Briggs and Kathryn Elhert presented the Enneagram. I recall that being a really fun and informative workshop when I was newer to the church that enhanced my member experience.

## 2. Has there been a time when you felt less than welcome at First UU Austin? Can you briefly describe what happened? (Don't feel you need to name specific individuals).

- As I have participated for most of 2 years, I am becoming more curious about how participation varies with membership. Knowing some things are held off for nonmembers doesn't feel unwelcoming to me. It makes me feel that interactions with the church are meaningful.
- No
- Not since Rev. Meg has been at the helm.



- walking in and not knowing anyone and not knowing where to be / go - both in terms of finding rooms for meetings or coffee hour and finding the front door. recognizing faces and not knowing names because people aren't wearing name tags

What are things you might do when we return in person to First UU Austin to make other people feel welcome?

- Just easy, eye contact, greeting. If there feels like an opening, a short conversational, "how have things been for you, your people....?"
- As usual, encourage church members to include everyone in conversations and small group gatherings, reach out to folks you do not know and get to know them. People largely attend church to be part of a community.
- Greet and engage with everyone with whom I come in contact, respecting those who prefer solitude.
- wear my name tag!!!!

Monitoring Committee Update  
February 2022

1. Congregational Survey – We will discuss the open-ended survey responses in the February meeting. In the meantime, the Monitoring Committee is finalizing the survey report to go to the congregation. Board members will have a chance to review the final report sometime in February.
2. Story Corps – We have reached out to potential participants who indicated interest on the congregational survey, striving for 6-8 interviews with a group that is varied in demographics. One member of the Monitoring Committee will be conducting the first 5 interviews, hopefully by the end of February. We'll review after that to see if more interviews are needed.
3. Inspection of Executive Limitation – We have a proposed version of a brief P&L statement that would allow the Board to see where we stand on financials at a glance. One member will follow up with Chris to find out what is feasible.

**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:**