

## MEETING AGENDA - First UU Austin Board of Trustees

### Meeting

<b>Meeting Date</b>	Tuesday, December 21, 2021
<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, Nesan Lawrence, Toni Wegner
<b>No response:</b>	Meg Barnhouse, Leo Collas, Suzette Emberton, Rob Hirschfeld, Russell Holley-Hurt, Sadie Lambert, Shannon Poseern, Kelly Raley, Dave Riehl, Nathan Walther

### Agenda

## 1. Coming Back into Covenant

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1.1. Chalice Lighting and Opening Words	Nathan Walther / 2 min. (6:30 PM - 6:32 PM)
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1.2. Reading of Board Covenant	/ 2 min. (6:32 PM - 6:34 PM)
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With the Values, Mission and Ends of First UU Austin foremost in mind, we the leadership do covenant to:

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

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

Process evaluator - Suzette

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1.4. Approve Agenda and Consent Agenda	/ 2 min. (6:36 PM - 6:38 PM)
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Consent agenda includes minutes from the November meeting, program development report, October financials, and committee reports.

### Documents

- Minutes-2021-11-16-v1.pdf Pages 4-9
- October2021 Financial Statements.pdf 10-24

- Nov2021financials.pdf 25-33
- Program Development Report Nov 2021.pdf 34
- Board Engagement Committee Report - December Board meeting.docx 35-36
- Monitoring Committee Report - December Board meeting.doc 37-38

## 2. Connecting with our Moral Ownership

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|--|---|
| 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 / 10 min. (6:53 PM - 7:03 PM)   |
| 2.4. Budget vs. Actuals Example Reports - Rev. Chris | Chris Jimmerson / 15 min. (7:03 PM - 7:18 PM) |

## 3. Monitoring our Progress

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|---|-------------------------------|
| 3.1. Monitoring Reports (Ends and/or Executive Limitations) | / 10 min. (7:18 PM - 7:28 PM) |
|---|-------------------------------|

End 1.4.3 - We engage with one other to care for the Earth and interdependent web.

### Documents

- Interpretation 1.4.3.2021.pdf Pages 39-40

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|-----------------------------|---|
| 3.2. Review of Policy 3.7.2 | Sadie Lambert / 10 min. (7:28 PM - 7:38 PM) |
|-----------------------------|---|

Review of Policy below to question why highlighted section with specific financial implications is included as a policy.

### 3.7. Cost of Governance

Because poor governance costs more than learning to govern well, the Board will invest in its governance capacity. Accordingly,

3.7.1. Training will be used to orient new and prospective leaders, as well as to maintain and increase existing Board member skills and understandings.

**3.7.2. Outside assistance will be arranged so that the Board can exercise confident control over organizational performance.**

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|---|--|
| 3.3. Board Engagement Committee Follow-up | Sadie Lambert / 3 min. (7:38 PM - 7:41 PM) |
|---|--|

Discuss request for help from Engagement Committee with respect to printing copies of the Holiday Recipe Book for the fundraiser.

## 4. Learning & Creating the Future

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|----------------------------|--|
| 4.1. Board Book Discussion | Nesan Lawrence / 15 min. (7:41 PM - 7:56 PM) |
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The Sum of Us chapter 6 - Never a Real Democracy

## 5. Adjourn



## 5.1. Action Items and Announcements

/ 2 min. (7:56 PM - 7:58 PM)

Action items from previous meeting:

- Kelly will send out thank you notes
- David Overton, Wendy Erisman to be part of Visitor's Forum to share the findings from their congregational study on how other churches are managing finances/budgets during the pandemic
- Meg to follow-up regarding Green Sanctuary status
- Kelly to copy/paste some edits for this month's Monitoring report and share it with Rev. Meg
- Board to complete Doodle poll for holiday party
- Board to share Holiday recipes with Sadie ASAP; Board to also review intro text for Holiday recipe book
- Linkage committee to invite Nesan to their upcoming meeting to discuss possible overlaps in how the Linkage and Monitoring committees will be identifying participants in their respective surveys/story corps
- Rob to request Shannon to resend survey reminder; Rob to also remind Bear to post survey link on FB
- Nesan to let the church website maintenance team know about a potential bad hyperlink for the Green Sanctuary team

Action items from current meeting:

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## 5.2. Assign Roles for Next Meeting

/ 2 min. (7:58 PM - 8:00 PM)

Assign roles for:

- Readings
- Timekeeper
- Process Evaluator
- Book Discussion
- Snacks???

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## 5.3. Process Evaluation

/ 2 min. (8:00 PM - 8:02 PM)

Documents

- Board process review form.docx Page 41

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## 5.4. Extinguishing the Chalice and Closing Words

Nathan Walther / 2 min. (8:02 PM - 8:04 PM)

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## MEETING MINUTES - First UU Austin Board of Trustees

### Meeting

<b>Date</b>	Tuesday, November 16, 2021
<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>	Meg Barnhouse, Leo Collas, Suzette Emberton, Rob Hirschfeld, Russell Holley-Hurt, Sadie Lambert, Nesan Lawrence, Shannon Posern, Kelly Raley, Dave Riehl, Nathan Walther, Toni Wegner
<b>Regrets:</b>	Chris Jimmerson
<b>Absent:</b>	Bear Qolezcua

### Minutes

## 1. Coming Back into Covenant

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### 1.1. Chalice Lighting and Opening Words

Leo read the opening words (cat Haiku) as Toni lit the chalice

**Status:** Completed

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### 1.2. Reading of Board Covenant

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

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

David Riehl read the covenant

**Status:** Completed

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### 1.3. Confirm Timekeeper and Process Evaluator

Timekeeper - Nesan

Process evaluator - Russell

Timekeeper and process evaluator roles were confirmed

**Status:** Completed

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### 1.4. Approve Agenda and Consent Agenda

Consent agenda includes minutes from the October meeting, program development report, September financials, and committee reports (Monitoring, Linkage).

Russell was curious whether we are ready to discuss the 2022 Budget in Rev. Chris's absence. Rev. Meg clarified that she would over that topic.

Nesan made the motion to approve consent agenda and was seconded by Leo. All in favor.

**Status:** Completed

#### Documents

- Monitoring Committee Report\_November 2021.docx
  - September 2021 Financial Statements.pdf
  - Program Development Report Oct 2021.pdf
  - Minutes-2021-10-19-v1.pdf
  - Linkage Committee Update for November.docx
- 

## 2. Connecting with our Moral Ownership

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### 2.1. Visitor's Forum

Shannon Posern, church administrator, has been invited by the Linkage Committee to meet with us.

Shannon Posern was in attendance during the Visitor's Forum:

- Shannon graciously shared the details of the multiple hats that she wears in her role at the Church. Aside from facilities management and security/supervision, Shannon also coordinates rentals, supports the annual Stewardship Pledge drive, addresses queries from new members, coordinates with volunteers, supports the visitor's table in the foyer on Sundays and much, much more!
- Based on the response from the congregation since the Church re-opened, Shannon thought that things are going smoothly so far with the transition however things are also slow and will likely take a while before it returns to normal
- She also shared that it has been quite the adjustment for her in terms of daily routines with coming back to in-person versus being remote, especially given she has to juggle caretaker duties for her child
- Shannon shared that she is always on the lookout for volunteers who can serve as ushers during Sunday service

**Status:** Completed

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### 2.2. Recognition of Church Volunteers and Staff

This month's thank you notes include:

- John Payne for assistance with the children's playground.
- Shannon Posern's husband, Nevin for help with the nursery playground and the main playground.
- Celeste Padilla and her husband Andrew Pyle for many aspects of the Halloween event.
- Tom Bodine for help with the Halloween event and for pastoral care.
- Scott Butki and Joe Milam-Kast for Halloween even support.
- AJ Jaraska – LGBTQ Community Heart Circle support.
- Laura Hirschfeld for her advice on the employee refund opportunity related to President Biden's Cares Act.

**Status:** Completed

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### 2.3. Moment with Rev. Meg

- Rev. Meg shared that things are going well with the re-opening. However, she is already considering a fallback plan should there be another surge in COVID cases. At the moment, her fallback plan entails livestreaming a single Sunday service from the sanctuary with the help of Rev. Chris and Brent (versus pre-recording service)
- RE classes are starting to see an uptick in attendance as evidenced by the number of kids on the playground

**Status:** Completed

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### 2.4. Budget for Congregational Meeting

- Pre-congregational meeting November 21 1:30-3:00 p.m.
- Congregational meeting December 19 1:30-3:00 p.m.
- Zoom pilot volunteers
- In preparation for the pre-congregational meeting, Rev. Meg reviewed and answered questions regarding the 2022 Budget. The key highlights for 2022 in terms of government refunds, mortgage interest benefits, increases/decreases in employee salaries and other expense items are highlighted in the budget write-up from Rev. Chris
- In addition, the Board also discussed increases/decreases in certain expense and revenue line items compared to prior years, including opportunities for inflation adjusted salaries for the Austin region. Some of those questions will require following up with Rev. Chris. With regards to employee salaries, the Church follows UUA guidelines and that is true with the 2022 budget as well - Rev. Meg shared that they will monitor the rising prices in Austin area during the upcoming year and take that into consideration for the following year's budget
- Finally, in preparation for the Sunday pre-congregational meeting, some logistical items were discussed and finalized. Nesan will serve as back-up to Toni to preside over the meeting should there be any network issues as Toni is participating via Zoom. Rob and Nathan will serve as Zoom pilots. Dave will serve as in-person Teller from Howson hall

**Status:** Completed

#### Documents

- 2022DraftBudgetSummary.pdf
- 

## 3. Monitoring our Progress

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### 3.1. Discussion of Ends

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

End 1.4.3 - We engage with one other to care for the Earth and interdependent web

- Discussion ensued around whether we are officially certified as a 'Green Sanctuary' and the specific criteria for getting certified



- Rev. Meg shared that the building architects were asked to adhere to all major green standards even though the church did not go through an official LEED Certification process
- Question was raised whether the Green Sanctuary team can help the church get certified via the UUA
- Another question was raised about whether the interpretation and measures could include external facing factors - Rev. Meg shared that the Green Sanctuary team has worked tirelessly over the years to make the church building/grounds Green while also getting involved with community initiatives by engaging with entities such as Austin Energy
- RE program includes lessons that address themes around environment and sustainability (at least 2 lessons per year in the elementary school lessons)

**Status:** Completed

Documents

- End 1.4.3 and interpretation for board discussion.docx
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### 3.2. Monitoring Reports (Ends and/or Executive Limitations)

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

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

- It was noted that despite the pandemic, engagement via the spiritual ministries has been very healthy
- Some feedback was provided on the structure of the report

**Status:** Completed

Documents

- 1.4.2 interpretation 2021.pdf
- 

### 3.3. Committee Follow Up

The Board Engagement Committee has highlighted in yellow several items that need immediate attention (see attached).

In committee updates in the consent agenda, the Linkage Committee and Monitoring Committee are each planning to solicit information from congregants in January/February. Participants, questions, and formats are different, but we should briefly discuss to minimize overlap between these projects.

Board Engagement committee reminded the Board members to complete the Doodle poll for the December Holiday party. The Board members will also need to share a Holiday recipe with Sadie for the recipe book

Rob shared the preliminary results for the Congregational Survey. So far, we have received 132 responses. A final reminder to complete the survey will be sent out this week and a link will also be posted on FB chat during Sunday service.

**Status:** Completed

Documents

- Board Engagement Committee Report - November Board meeting.docx
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## 4. Learning & Creating the Future

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### 4.1. Board Book Discussion

The Sum of Us Chapter 5 No One Fights Alone

Dave led the book discussion (Chapter 6 of the Sum of Us). The discussion questions were as follows:

- What were the various places in the chapter, where a “divide-and-conquer” or “zero sum” mentality was in play?
- What is “last place aversion”?
- What is the “Solidarity Dividend”?

**Status:** Completed

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## 5. Adjourn

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### 5.1. Action Items and Announcements

Let's review the action items from this meeting:

- Kelly will send out thank you notes
- David Overton, Wendy Erisman to be part of Visitor's Forum to share the findings from their congregational study on how other churches are managing finances/budgets during the pandemic
- Meg to follow-up regarding Green Sanctuary status
- Kelly to copy/paste some edits for this month's Monitoring report and share it with Rev. Meg
- Board to complete Doodle poll for holiday party
- Board to share Holiday recipes with Sadie ASAP; Board to also review intro text for Holiday recipe book
- Linkage committee to invite Nesan to their upcoming meeting to discuss possible overlaps in how the Linkage and Monitoring committees will be identifying participants in their respective surveys/story corps
- Rob to request Shannon to resend survey reminder; Rob to also remind Bear to post survey link on FB
- Let the church website maintenance team know about a potential bad hyperlink for the Green Sanctuary team

**Status:** Completed

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### 5.2. Assign Roles for Next Meeting

Assign roles for:

- Readings
- Timekeeper
- Process Evaluator
- Book Discussion
- Snacks!

Readings - Nathan

Timekeeper - Sadie

Process Evaluator - Suzette

Book Discussion - Nesan

The Board briefly discussed getting together in person for the December Board meeting. Given the in-person Holiday party, the Board decided to hold off in December and revisit the opportunity to meet in-person for the January Board meeting

**Status:** Completed

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### 5.3. Process Evaluation

Russell felt that the Board meeting was satisfactory on all fronts





He did point out that the Action items from October were not part of this month's meeting packet. Toni quickly reviewed the October action items and confirmed that we did address all of them.

**Status:** Completed

Documents

- Board process review form.docx

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

Leo read more cat Haikus while Toni extinguished the Chalice

**Status:** Completed

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## October 2021 Financial Reports

Contributions toward pledges continued to lag in October, resulting in a small net loss and increasing our net loss for the year to date. We normally see increased pledge contributions in November and December each year, which may help make up some of the gap. Also, we received the first of the employee retention fund checks from the U.S. Treasury in November in the amount of \$59,244.41 and have been told by the executor of the estate for a legacy gift that was left to the church that we should be receiving a payment from it shortly.

I have entered the 2022 budget into the Quickbooks accounting software budget reporting tool (pending revision if any changes occur due to the congregational meeting). I have attached some example reports that can be run and a copy of the month-by-month budget layout, which we will discuss more at the board meeting. Note that in the example reports there is currently no income or expense to report since we are not yet in the 2022 fiscal year.

# FIRST UNITARIAN UNIVERSALIST CHUR

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## Balance Sheet As of October 31, 2021

	AUG 2021	SEP 2021	OCT 2021
<b>ASSETS</b>			
Current Assets			
Bank Accounts			
1072 Bill.com Money Out Clearing	0.00	0.00	0.00
1110 8009-THCU Checking	463,393.34	427,072.84	413,094.32
1120 RBank Debt Service 676	59,139.72	59,146.04	59,149.04
1130 RBank Construction 668	240,732.88	231,850.63	228,332.98
1140 THCU Money Market	0.00	0.00	0.00
1150 THCU Savings	30.00	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.	314,869.05	306,273.42	313,905.73
1720 UUCEF Mixed Investment Account	408,464.48	397,313.79	407,214.81
1730 UUCEF Murr Music Account	88,790.15	86,366.27	88,518.51
1740 UUCEF Education	633,171.03	615,886.06	631,233.88
1790 Unrealized (Gain)/Loss on Investments	-418,508.49	-380,134.28	-416,287.36
<b>Total Bank Accounts</b>	<b>\$1,790,282.16</b>	<b>\$1,744,012.44</b>	<b>\$1,725,399.58</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

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## Balance Sheet As of October 31, 2021

	AUG 2021	SEP 2021	OCT 2021
Other Current Assets			
1199 Undeposited Funds	0.00	244.32	345.61
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	8,172.75	2,202.75	2,546.22
1310 Prepaid Expenses	11,437.21	9,443.18	8,423.36
1490 Other Current Assets	0.00	0.00	0.00
<b>Total Other Current Assets</b>	<b>\$19,609.96</b>	<b>\$11,890.25</b>	<b>\$11,315.19</b>
<b>Total Current Assets</b>	<b>\$1,809,892.12</b>	<b>\$1,755,902.69</b>	<b>\$1,736,714.77</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	-564,652.99	-575,323.89	-585,994.79
<b>Total 1500 Fixed Assets</b>	<b>7,150,827.83</b>	<b>7,140,156.93</b>	<b>7,129,486.03</b>
<b>Total Fixed Assets</b>	<b>\$7,150,827.83</b>	<b>\$7,140,156.93</b>	<b>\$7,129,486.03</b>
<b>TOTAL ASSETS</b>	<b>\$8,960,719.95</b>	<b>\$8,896,059.62</b>	<b>\$8,866,200.80</b>

# FIRST UNITARIAN UNIVERSALIST CHUR

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## Balance Sheet As of October 31, 2021

	AUG 2021	SEP 2021	OCT 2021
<b>LIABILITIES AND EQUITY</b>			
Liabilities			
Current Liabilities			
Accounts Payable			
2110 Accounts Payable	613.90	-10,127.74	1,652.95
<b>Total Accounts Payable</b>	<b>\$613.90</b>	<b>\$ -10,127.74</b>	<b>\$1,652.95</b>
Credit Cards			
2150 Chase Credit Card 3081	5,372.40	3,729.10	2,200.33
<b>Total Credit Cards</b>	<b>\$5,372.40</b>	<b>\$3,729.10</b>	<b>\$2,200.33</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>\$5,986.30</b>	<b>\$ -6,398.64</b>	<b>\$3,853.28</b>
Long-Term Liabilities			
2620 Construction Loan	1,278,489.21	1,272,960.27	1,264,417.79
<b>Total Long-Term Liabilities</b>	<b>\$1,278,489.21</b>	<b>\$1,272,960.27</b>	<b>\$1,264,417.79</b>
<b>Total Liabilities</b>	<b>\$1,284,475.51</b>	<b>\$1,266,561.63</b>	<b>\$1,268,271.07</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	-226,350.62	-273,097.07	-304,665.33
<b>Total Equity</b>	<b>\$7,676,244.44</b>	<b>\$7,629,497.99</b>	<b>\$7,597,929.73</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$8,960,719.95</b>	<b>\$8,896,059.62</b>	<b>\$8,866,200.80</b>

**FIRST UNITARIAN UNIVERSALIST CHUR**

**Profit and Loss**

**October 2021**

	<b>Total</b>
<b>Income</b>	
4100 Earned Revenue	
4130 Rentals Revenue	8,323.00
<b>Total 4100 Earned Revenue</b>	<b>\$ 8,323.00</b>
4200 Contributed Revenue	
4210 Unrestricted Contributions	
4211 Pledge	47,323.52
4212 Sunday Plate	1,116.57
4213 Other Gifts	3,780.39
<b>Total 4210 Unrestricted Contributions</b>	<b>\$ 52,220.48</b>
4220 Restricted Contributions	752.75
4221 Special Plate	1,087.36
<b>Total 4220 Restricted Contributions</b>	<b>\$ 1,840.11</b>
<b>Total 4200 Contributed Revenue</b>	<b>\$ 54,060.59</b>
<b>Total Income</b>	<b>\$ 62,383.59</b>
<b>Gross Profit</b>	<b>\$ 62,383.59</b>
<b>Expenses</b>	
6100 Payroll Expenses	
6110 Salaries & Wages	41,900.75
6140 Employer Portion of Benefits	11,053.84
6150 Employer Portion of Taxes	1,778.98
6180 Other Labor Related Expense	1,420.65
<b>Total 6100 Payroll Expenses</b>	<b>\$ 56,154.22</b>
6210 Charitable Giving	331.19
6220 Program Expenses	
6221 Meeting Costs	14.89
6222 Event Costs	294.63
6223 Supplies	2,141.73
6224 Guest Speaker / Musician	750.00
6226 Professional Development	237.50
6228 Literature & Printed Materials	6.50
6229 Other Program Expenses	8.47
<b>Total 6220 Program Expenses</b>	<b>\$ 3,453.72</b>
6300 Outreach Costs	
6320 Recognition	98.49
<b>Total 6300 Outreach Costs</b>	<b>\$ 98.49</b>
6400 Occupancy Costs	
6410 Building Upkeep	1,395.00
6420 Grounds Upkeep	1,130.08
6430 Security	29.99

6440 Utilities, Phone, & Internet		3,727.07
6450 Equipment		1,250.93
6460 Repairs & Maintenance		2,386.23
<b>Total 6400 Occupancy Costs</b>	<b>\$</b>	<b>9,919.30</b>
6610 Office Supplies & Postage		262.93
6620 Dues & Membership Fees		105.47
6670 Software Subscriptions		472.28
6710 Legal & Professional Fees		2,225.71
6730 Permits, Licenses, and Other Fees		850.28
6740 Property & Liability Insurance		1,229.17
6750 Bank Service Charges		1,119.69
6760 Merchant Processing Fees		717.36
6820 Depreciation Expense		10,670.90
6830 Interest Expense		6,374.69
<b>Total Expenses</b>	<b>\$</b>	<b>93,985.40</b>
<b>Net Operating Income</b>	<b>-\$</b>	<b>31,601.81</b>
<b>Other Income</b>		
4160 Interest and Dividends		33.55
<b>Total Other Income</b>	<b>\$</b>	<b>33.55</b>
<b>Net Other Income</b>	<b>\$</b>	<b>33.55</b>
<b>Net Income</b>	<b>-\$</b>	<b>31,568.26</b>
<b>Non-Operational Expenses</b>	<b>\$</b>	<b>17,045.59</b>
<b>Net Cash Flow Increase/Decrease</b>	<b>\$</b>	<b>(14,522.67)</b>

Thursday, Dec 09, 2021 07:19:42 AM GMT-8 - Accrual Basis

**FIRST UNITARIAN UNIVERSALIST CHUR**  
**Profit and Loss Comparison**  
**January - October, 2021**

	<b>Total</b>	
	<b>Jan - Oct, 2021</b>	<b>Jan - Oct, 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	58,492.94	50,178.63
4150 Merchandise Sales		42.00
<b>Total 4100 Earned Revenue</b>	<b>\$ 58,492.94</b>	<b>\$ 53,147.05</b>
<b>4200 Contributed Revenue</b>		
4210 Unrestricted Contributions		40,000.00
4211 Pledge	534,221.49	565,778.12
4212 Sunday Plate	8,151.86	18,835.04
4213 Other Gifts	33,594.92	137,293.88
<b>Total 4210 Unrestricted Contributions</b>	<b>\$ 575,968.27</b>	<b>\$ 761,907.04</b>
4220 Restricted Contributions	27,680.48	177,877.75
4221 Special Plate	10,790.97	5,781.28
<b>Total 4220 Restricted Contributions</b>	<b>\$ 38,471.45</b>	<b>\$ 183,659.03</b>
<b>Total 4200 Contributed Revenue</b>	<b>\$ 614,439.72</b>	<b>\$ 945,566.07</b>
<b>Total Income</b>	<b>\$ 672,932.66</b>	<b>\$ 998,713.12</b>
<b>Gross Profit</b>	<b>\$ 672,932.66</b>	<b>\$ 998,713.12</b>
<b>Expenses</b>		
6100 Payroll Expenses		
6110 Salaries & Wages	465,995.65	420,363.58
6140 Employer Portion of Benefits	97,050.63	86,221.08
6150 Employer Portion of Taxes	19,276.29	18,240.07
6180 Other Labor Related Expense	10,499.68	6,808.96
<b>Total 6100 Payroll Expenses</b>	<b>\$ 592,822.25</b>	<b>\$ 531,633.69</b>
6210 Charitable Giving	349.36	
6211 UUA	11,026.37	1,400.00
6212 Member Support	3,400.63	
6213 Community Support	9,024.28	14,399.96
6219 Other Charitable Giving		1,400.00
<b>Total 6210 Charitable Giving</b>	<b>\$ 23,800.64</b>	<b>\$ 17,199.96</b>
<b>6220 Program Expenses</b>		
6221 Meeting Costs	942.09	3,915.00
6222 Event Costs	770.55	
6223 Supplies	11,823.45	6,203.05
6224 Guest Speaker / Musician	10,785.00	6,080.00
6225 Travel (Parking, Tolls, and Mileage)	5.72	10,189.83
6226 Professional Development	15,590.91	3,912.50



6228 Literature & Printed Materials	509.65	4,493.37
6229 Other Program Expenses	2,514.87	7,548.62
<b>Total 6220 Program Expenses</b>	<b>\$ 42,942.24</b>	<b>\$ 42,342.37</b>
<b>6300 Outreach Costs</b>		
6310 Advertising		1,405.14
6311 Printing	7,239.16	8,996.66
6320 Recognition	489.23	
6330 Member Cultivation	20.00	10.81
6390 Other Outreach Expenses	0.00	2,040.88
<b>Total 6300 Outreach Costs</b>	<b>\$ 7,748.39</b>	<b>\$ 12,453.49</b>
<b>6400 Occupancy Costs</b>		
6410 Building Upkeep	4,025.98	892.78
6420 Grounds Upkeep	9,869.72	10,870.80
6430 Security	584.90	409.90
6440 Utilities, Phone, & Internet	36,619.58	33,762.92
6450 Equipment	4,486.00	951.88
6460 Repairs & Maintenance	18,472.73	33,219.20
6490 Other Facility Expenses	880.00	
<b>Total 6400 Occupancy Costs</b>	<b>\$ 74,938.91</b>	<b>\$ 80,107.48</b>
6610 Office Supplies & Postage	2,015.91	14,870.05
6620 Dues & Membership Fees	344.07	2,121.94
6670 Software Subscriptions	11,120.84	10,830.89
6710 Legal & Professional Fees	24,881.62	28,336.45
6730 Permits, Licenses, and Other Fees	1,128.59	869.00
6740 Property & Liability Insurance	11,412.53	20,225.00
6750 Bank Service Charges	11,110.31	9,643.37
6760 Merchant Processing Fees	5,874.53	7,549.21
6820 Depreciation Expense	106,709.00	106,099.16
6830 Interest Expense	55,689.24	62,408.05
Suspense (deleted)		0.00
Uncategorized Expense		0.00
<b>Total Expenses</b>	<b>\$ 972,539.07</b>	<b>\$ 946,690.11</b>
<b>Net Operating Income</b>	<b>-\$ 299,606.41</b>	<b>\$ 52,023.01</b>
<b>Other Income</b>		
4160 Interest and Dividends	761.29	1,262.99
<b>Total Other Income</b>	<b>\$ 761.29</b>	<b>\$ 1,262.99</b>
<b>Other Expenses</b>		
2021 Clean Up	5,820.21	
<b>Total Other Expenses</b>	<b>\$ 5,820.21</b>	<b>\$ 0.00</b>
<b>Net Other Income</b>	<b>-\$ 5,058.92</b>	<b>\$ 1,262.99</b>
<b>Net Income</b>	<b>-\$ 304,665.33</b>	<b>\$ 53,286.00</b>
<b>Non-Operational Expenses</b>	<b>\$ 162,398.24</b>	<b>\$ 168,507.21</b>
<b>Annual Transfer from Savings</b>	<b>\$ 23,000.00</b>	<b>\$ 23,000.00</b>
<b>Net Cash Flow Increase/Decrease</b>	<b>\$ (119,267.09)</b>	<b>\$ 244,793.21</b>

**EXAMPLE - FIRST UNITARIAN UNIVERSALIST CHURCH**  
**Budget vs. Actuals: 2022 Budget**  
 February 2022

	Feb 2022			% of Budget
	Actual	Budget	over Budget	
<b>Income</b>				
4100 Earned Revenue			0.00	
4110 Event Revenue		0.00	0.00	
4130 Rentals Revenue		11,500.00	-11,500.00	0.00%
<b>Total 4100 Earned Revenue</b>	<b>\$ 0.00</b>	<b>\$ 11,500.00</b>	<b>-\$ 11,500.00</b>	<b>0.00%</b>
4200 Contributed Revenue			0.00	
4210 Unrestricted Contributions			0.00	
4211 Pledge		57,000.00	-57,000.00	0.00%
4212 Sunday Plate		2,500.00	-2,500.00	0.00%
4213 Other Gifts		3,333.00	-3,333.00	0.00%
<b>Total 4210 Unrestricted Contributions</b>	<b>\$ 0.00</b>	<b>\$ 62,833.00</b>	<b>-\$ 62,833.00</b>	<b>0.00%</b>
4220 Restricted Contributions			0.00	
4221 Special Plate		833.00	-833.00	0.00%
<b>Total 4220 Restricted Contributions</b>	<b>\$ 0.00</b>	<b>\$ 833.00</b>	<b>-\$ 833.00</b>	<b>0.00%</b>
4230 Grants		0.00	0.00	
4290 Other Contributed Revenue		1,000.00	-1,000.00	0.00%
<b>Total 4200 Contributed Revenue</b>	<b>\$ 0.00</b>	<b>\$ 64,666.00</b>	<b>-\$ 64,666.00</b>	<b>0.00%</b>
<b>Total Income</b>	<b>\$ 0.00</b>	<b>\$ 76,166.00</b>	<b>-\$ 76,166.00</b>	<b>0.00%</b>
<b>Gross Profit</b>	<b>\$ 0.00</b>	<b>\$ 76,166.00</b>	<b>-\$ 76,166.00</b>	<b>0.00%</b>
<b>Expenses</b>				
6100 Payroll Expenses			0.00	
6110 Salaries & Wages		44,725.00	-44,725.00	0.00%
6140 Employer Portion of Benefits		8,439.00	-8,439.00	0.00%
6150 Employer Portion of Taxes		2,165.00	-2,165.00	0.00%
6180 Other Labor Related Expense		667.00	-667.00	0.00%
6190 Contract Labor		2,679.00	-2,679.00	0.00%
<b>Total 6100 Payroll Expenses</b>	<b>\$ 0.00</b>	<b>\$ 58,675.00</b>	<b>-\$ 58,675.00</b>	<b>0.00%</b>
6210 Charitable Giving			0.00	
6211 UUA		2,214.00	-2,214.00	0.00%
6212 Member Support		209.00	-209.00	0.00%
6213 Community Support		1,043.00	-1,043.00	0.00%
<b>Total 6210 Charitable Giving</b>	<b>\$ 0.00</b>	<b>\$ 3,466.00</b>	<b>-\$ 3,466.00</b>	<b>0.00%</b>
6220 Program Expenses			0.00	
6221 Meeting Costs		45.00	-45.00	0.00%
6222 Event Costs		460.00	-460.00	0.00%
6223 Supplies		1,521.00	-1,521.00	0.00%
6224 Guest Speaker / Musician		1,162.00	-1,162.00	0.00%
6225 Travel (Parking, Tolls, and Mileage)		19.00	-19.00	0.00%

6226 Professional Development	3,668.00	-3,668.00	0.00%
6228 Literature & Printed Materials	167.00	-167.00	0.00%
6229 Other Program Expenses	2,666.00	-2,666.00	0.00%
<b>Total 6220 Program Expenses</b>	<b>\$ 0.00</b>	<b>\$ 9,708.00</b>	<b>-\$ 9,708.00 0.00%</b>
6300 Outreach Costs		0.00	
6310 Advertising	37.00	-37.00	0.00%
6311 Printing	1,208.00	-1,208.00	0.00%
6320 Recognition	37.00	-37.00	0.00%
6330 Member Cultivation	19.00	-19.00	0.00%
<b>Total 6300 Outreach Costs</b>	<b>\$ 0.00</b>	<b>\$ 1,301.00</b>	<b>-\$ 1,301.00 0.00%</b>
6400 Occupancy Costs		0.00	
6410 Building Upkeep	251.00	-251.00	0.00%
6420 Grounds Upkeep	1,087.00	-1,087.00	0.00%
6430 Security	29.00	-29.00	0.00%
6440 Utilities, Phone, & Internet	3,622.00	-3,622.00	0.00%
6450 Equipment	500.00	-500.00	0.00%
6460 Repairs & Maintenance	1,082.00	-1,082.00	0.00%
6490 Other Facility Expenses	37.00	-37.00	0.00%
<b>Total 6400 Occupancy Costs</b>	<b>\$ 0.00</b>	<b>\$ 6,608.00</b>	<b>-\$ 6,608.00 0.00%</b>
6610 Office Supplies & Postage	229.00	-229.00	0.00%
6620 Dues & Membership Fees	190.00	-190.00	0.00%
6670 Software Subscriptions	833.00	-833.00	0.00%
6710 Legal & Professional Fees	2,249.00	-2,249.00	0.00%
6730 Permits, Licenses, and Other Fees	74.00	-74.00	0.00%
6740 Property & Liability Insurance	13,965.00	-13,965.00	0.00%
6750 Bank Service Charges	1,034.00	-1,034.00	0.00%
6760 Merchant Processing Fees	571.00	-571.00	0.00%
6820 Depreciation Expense	10,671.00	-10,671.00	0.00%
6830 Interest Expense	5,746.00	-5,746.00	0.00%
<b>Total Expenses</b>	<b>\$ 0.00</b>	<b>\$ 115,320.00</b>	<b>-\$ 115,320.00 0.00%</b>
<b>Non-Operating Expenses</b>	<b>\$ -</b>	<b>\$ (16,417.00)</b>	<b>\$ 16,417.00</b>
<b>Net Operating Expenses</b>	<b>\$ -</b>	<b>\$ 98,903.00</b>	<b>\$ (98,903.00)</b>

**EXAMPLE - FIRST UNITARIAN UNIVERSALIST CHURCH**  
**Budget vs. Actuals: 2022 Year to Date, Jan-Feb**  
 January - February, 2022

	Total YTD			
	Actual	Budget	over Budget	% of Budget
<b>Income</b>				
4100 Earned Revenue	0.00	0.00	0.00	
4110 Event Revenue	0.00	0.00	0.00	
4130 Rentals Revenue	0.00	23,000.00	-23,000.00	0.00%
<b>Total 4100 Earned Revenue</b>	<b>\$ 0.00</b>	<b>\$ 23,000.00</b>	<b>-\$ 23,000.00</b>	<b>0.00%</b>
4200 Contributed Revenue	0.00	0.00	0.00	
4210 Unrestricted Contributions	0.00	0.00	0.00	
4211 Pledge	0.00	115,000.00	-115,000.00	0.00%
4212 Sunday Plate	0.00	5,000.00	-5,000.00	0.00%
4213 Other Gifts	0.00	6,666.00	-6,666.00	0.00%
<b>Contributions</b>	<b>\$ 0.00</b>	<b>\$ 126,666.00</b>	<b>-\$ 126,666.00</b>	<b>0.00%</b>
4220 Restricted Contributions	0.00	0.00	0.00	
4221 Special Plate	0.00	1,666.00	-1,666.00	0.00%
<b>Total 4220 Restricted Contributions</b>	<b>\$ 0.00</b>	<b>\$ 1,666.00</b>	<b>-\$ 1,666.00</b>	<b>0.00%</b>
4230 Grants	0.00	59,244.00	-59,244.00	0.00%
4290 Other Contributed Revenue	0.00	2,000.00	-2,000.00	0.00%
<b>Total 4200 Contributed Revenue</b>	<b>\$ 0.00</b>	<b>\$ 189,576.00</b>	<b>-\$ 189,576.00</b>	<b>0.00%</b>
<b>Total Income</b>	<b>\$ 0.00</b>	<b>\$ 212,576.00</b>	<b>-\$ 212,576.00</b>	<b>0.00%</b>
<b>Gross Profit</b>	<b>\$ 0.00</b>	<b>\$ 212,576.00</b>	<b>-\$ 212,576.00</b>	<b>0.00%</b>
<b>Expenses</b>				
6100 Payroll Expenses	0.00	0.00	0.00	
6110 Salaries & Wages	0.00	89,450.00	-89,450.00	0.00%
6140 Employer Portion of Benefits	0.00	16,880.00	-16,880.00	0.00%
6150 Employer Portion of Taxes	0.00	4,330.00	-4,330.00	0.00%
6180 Other Labor Related Expense	0.00	1,338.00	-1,338.00	0.00%
6190 Contract Labor	0.00	5,362.00	-5,362.00	0.00%
<b>Total 6100 Payroll Expenses</b>	<b>\$ 0.00</b>	<b>\$ 117,360.00</b>	<b>-\$ 117,360.00</b>	<b>0.00%</b>
6210 Charitable Giving	0.00	0.00	0.00	
6211 UUA	0.00	4,434.00	-4,434.00	0.00%
6212 Member Support	0.00	417.00	-417.00	0.00%
6213 Community Support	0.00	2,082.00	-2,082.00	0.00%
<b>Total 6210 Charitable Giving</b>	<b>\$ 0.00</b>	<b>\$ 6,933.00</b>	<b>-\$ 6,933.00</b>	<b>0.00%</b>
6220 Program Expenses	0.00	0.00	0.00	
6221 Meeting Costs	0.00	545.00	-545.00	0.00%
6222 Event Costs	0.00	924.00	-924.00	0.00%

	Total				
	Actual	Budget	over Budget	% of Budget	
6223 Supplies	0.00	3,048.00	-3,048.00	0.00%	
6224 Guest Speaker / Musician	0.00	2,680.00	-2,680.00	0.00%	
6225 Travel (Parking, Tolls, and Mileage)	0.00	67.00	-67.00	0.00%	
6226 Professional Development	0.00	7,336.00	-7,336.00	0.00%	
6228 Literature & Printed Materials	0.00	338.00	-338.00	0.00%	
6229 Other Program Expenses	0.00	5,344.00	-5,344.00	0.00%	
<b>Total 6220 Program Expenses</b>	<b>\$ 0.00</b>	<b>\$ 20,282.00</b>	<b>-\$ 20,282.00</b>	<b>0.00%</b>	
6300 Outreach Costs	0.00	0.00	0.00		
6310 Advertising	0.00	132.00	-132.00	0.00%	
6311 Printing	0.00	2,420.00	-2,420.00	0.00%	
6320 Recognition	0.00	132.00	-132.00	0.00%	
6330 Member Cultivation	0.00	66.00	-66.00	0.00%	
<b>Total 6300 Outreach Costs</b>	<b>\$ 0.00</b>	<b>\$ 2,750.00</b>	<b>-\$ 2,750.00</b>	<b>0.00%</b>	
6400 Occupancy Costs	0.00	0.00	0.00		
6410 Building Upkeep	0.00	501.00	-501.00	0.00%	
6420 Grounds Upkeep	0.00	2,184.00	-2,184.00	0.00%	
6430 Security	0.00	70.00	-70.00	0.00%	
6440 Utilities, Phone, & Internet	0.00	7,262.00	-7,262.00	0.00%	
6450 Equipment	0.00	1,000.00	-1,000.00	0.00%	
6460 Repairs & Maintenance	0.00	2,180.00	-2,180.00	0.00%	
6490 Other Facility Expenses	0.00	134.00	-134.00	0.00%	
<b>Total 6400 Occupancy Costs</b>	<b>\$ 0.00</b>	<b>\$ 13,331.00</b>	<b>-\$ 13,331.00</b>	<b>0.00%</b>	
6610 Office Supplies & Postage	0.00	461.00	-461.00	0.00%	
6620 Dues & Membership Fees	0.00	390.00	-390.00	0.00%	
6670 Software Subscriptions	0.00	1,674.00	-1,674.00	0.00%	
6710 Legal & Professional Fees	0.00	4,510.00	-4,510.00	0.00%	
<b>Fees</b>	0.00	160.00	-160.00	0.00%	
6740 Property & Liability Insurance	0.00	13,965.00	-13,965.00	0.00%	
6750 Bank Service Charges	0.00	2,087.00	-2,087.00	0.00%	
6760 Merchant Processing Fees	0.00	1,147.00	-1,147.00	0.00%	
6820 Depreciation Expense	0.00	21,345.00	-21,345.00	0.00%	
6830 Interest Expense	0.00	11,501.00	-11,501.00	0.00%	
<b>Total Expenses</b>	<b>\$ 0.00</b>	<b>\$ 217,896.00</b>	<b>-\$ 217,896.00</b>	<b>0.00%</b>	
<b>Non-Operating Expenses</b>		<b>\$ (32,846.00)</b>	<b>\$ 32,846.00</b>		
<b>Net Operating Expenses</b>		<b>\$ 185,050.00</b>	<b>\$ (185,050.00)</b>		

FIRST UNITARIAN UNIVERSALIST CHUR

Budget Overview: 2022 Budget

January - December 2022

Is also in by department

	Jan 2022	Feb 2022	Mar 2022	Apr 2022	May 2022	Jun 2022	Jul 2022	Aug 2022	Sep 2022	Oct 2022	Nov 2022	Dec 2022	Total
Income													
4100 Earned Revenue													0.00
4110 Event Revenue	0.00	0.00	0.00	5,000.00	5,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,000.00
4130 Rentals Revenue	11,500.00	11,500.00	11,500.00	11,500.00	11,500.00	5,000.00	5,000.00	11,500.00	11,500.00	11,500.00	11,500.00	11,500.00	125,000.00
Total 4100 Earned Revenue	\$ 11,500.00	\$ 11,500.00	\$ 11,500.00	\$ 16,500.00	\$ 16,500.00	\$ 5,000.00	\$ 5,000.00	\$ 11,500.00	\$ 11,500.00	\$ 11,500.00	\$ 11,500.00	\$ 11,500.00	\$ 135,000.00
4200 Contributed Revenue													0.00
4210 Unrestricted Contributions													0.00
4211 Pledge	58,000.00	57,000.00	57,000.00	55,000.00	55,000.00	50,000.00	48,000.00	48,000.00	55,000.00	54,000.00	56,661.00	57,268.00	650,929.00
4212 Sunday Plate	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	30,000.00
4213 Other Gifts	3,333.00	3,333.00	3,333.00	3,333.00	3,333.00	3,333.00	3,333.00	3,333.00	3,333.00	3,333.00	3,333.00	3,337.00	40,000.00
Total 4210 Unrestricted Contributions	\$ 63,833.00	\$ 62,833.00	\$ 62,833.00	\$ 60,833.00	\$ 60,833.00	\$ 55,833.00	\$ 53,833.00	\$ 53,833.00	\$ 60,833.00	\$ 59,833.00	\$ 62,494.00	\$ 63,105.00	\$ 720,929.00
4220 Restricted Contributions													0.00
4221 Special Plate	833.00	833.00	833.00	833.00	833.00	833.00	833.00	833.00	833.00	833.00	833.00	837.00	10,000.00
Total 4220 Restricted Contributions	\$ 833.00	\$ 833.00	\$ 833.00	\$ 833.00	\$ 833.00	\$ 833.00	\$ 833.00	\$ 833.00	\$ 833.00	\$ 833.00	\$ 833.00	\$ 837.00	\$ 10,000.00
4230 Grants	59,244.00	0.00	25,105.00	50,000.00	57,414.00	55,378.00	0.00	0.00	0.00	0.00	0.00	0.00	247,141.00
4290 Other Contributed Revenue	1,000.00	1,000.00	4,000.00	1,000.00	1,000.00	4,000.00	1,000.00	7,000.00	1,000.00	4,000.00	1,000.00	3,000.00	29,000.00
Total 4200 Contributed Revenue	\$ 124,910.00	\$ 64,666.00	\$ 92,771.00	\$ 112,666.00	\$ 120,080.00	\$ 116,044.00	\$ 55,666.00	\$ 61,666.00	\$ 62,666.00	\$ 64,666.00	\$ 64,327.00	\$ 66,942.00	\$ 1,007,070.00
Total Income	\$ 136,410.00	\$ 76,166.00	\$ 104,271.00	\$ 129,166.00	\$ 136,580.00	\$ 121,044.00	\$ 60,666.00	\$ 73,166.00	\$ 74,166.00	\$ 76,166.00	\$ 75,827.00	\$ 78,442.00	\$ 1,142,070.00
Gross Profit	\$ 136,410.00	\$ 76,166.00	\$ 104,271.00	\$ 129,166.00	\$ 136,580.00	\$ 121,044.00	\$ 60,666.00	\$ 73,166.00	\$ 74,166.00	\$ 76,166.00	\$ 75,827.00	\$ 78,442.00	\$ 1,142,070.00
Expenses													
6100 Payroll Expenses													0.00
6110 Salaries & Wages	44,725.00	44,725.00	44,725.00	44,725.00	44,725.00	44,725.00	68,961.00	44,725.00	44,725.00	44,725.00	44,725.00	67,085.00	583,296.00
6140 Employer Portion of Benefits	8,441.00	8,439.00	8,439.00	8,439.00	8,439.00	8,439.00	8,439.00	8,439.00	8,439.00	8,439.00	8,439.00	8,433.00	101,264.00
6150 Employer Portion of Taxes	2,165.00	2,165.00	2,165.00	2,165.00	2,165.00	2,165.00	3,245.00	2,165.00	2,165.00	2,165.00	2,165.00	3,247.00	28,142.00
6180 Other Labor Related Expense	671.00	667.00	667.00	667.00	667.00	667.00	667.00	667.00	667.00	667.00	667.00	659.00	8,000.00
6190 Contract Labor	2,683.00	2,679.00	2,679.00	2,679.00	2,679.00	5,531.00	2,679.00	2,679.00	2,679.00	2,679.00	2,675.00	2,679.00	35,000.00
Total 6100 Payroll Expenses	\$ 58,685.00	\$ 58,675.00	\$ 58,675.00	\$ 58,675.00	\$ 58,675.00	\$ 61,527.00	\$ 83,991.00	\$ 58,675.00	\$ 58,675.00	\$ 58,675.00	\$ 58,671.00	\$ 82,103.00	\$ 755,702.00
6210 Charitable Giving													0.00
6211 UUA	2,220.00	2,214.00	2,214.00	2,214.00	2,214.00	2,214.00	2,214.00	2,214.00	2,214.00	2,214.00	2,214.00	2,214.00	26,574.00
6212 Member Support	208.00	209.00	208.00	209.00	208.00	209.00	208.00	209.00	208.00	208.00	208.00	208.00	2,500.00



	Jan 2022	Feb 2022	Mar 2022	Apr 2022	May 2022	Jun 2022	Jul 2022	Aug 2022	Sep 2022	Oct 2022	Nov 2022	Dec 2022	Total
6760 Merchant Processing Fees	576.00	571.00	571.00	571.00	571.00	571.00	571.00	571.00	571.00	571.00	571.00	571.00	6,857.00
6820 Depreciation Expense	10,674.00	10,671.00	10,671.00	10,671.00	10,671.00	10,671.00	10,671.00	10,671.00	10,671.00	10,671.00	10,671.00	10,667.00	128,051.00
6830 Interest Expense	5,755.00	5,746.00	5,746.00	5,746.00	5,746.00	5,746.00	5,746.00	5,746.00	5,746.00	5,746.00	5,746.00	5,742.00	68,957.00
Total Expenses	\$ 102,576.00	\$ 115,320.00	\$ 101,356.00	\$ 102,843.00	\$ 105,874.00	\$ 104,562.00	\$ 126,667.00	\$ 101,357.00	\$ 101,353.00	\$ 101,706.00	\$ 101,347.00	\$ 124,704.00	\$ 1,289,665.00
Non-Operating Expenses	\$ 16,429.00	\$ 16,417.00	\$ 16,417.00	\$ 16,417.00	\$ 16,417.00	\$ 16,417.00	\$ 16,417.00	\$ 16,417.00	\$ 16,417.00	\$ 16,417.00	\$ 16,417.00	\$ 16,409.00	\$ 197,008.00
Net Operating Expenses	\$ 86,147.00	\$ 98,903.00	\$ 84,939.00	\$ 86,426.00	\$ 89,457.00	\$ 88,145.00	\$ 110,250.00	\$ 84,940.00	\$ 84,936.00	\$ 85,289.00	\$ 84,930.00	\$ 108,295.00	\$ 1,092,657.00



### November 2021 Financials

Pledge contributions increased greatly in November, resulting in a positive net cashflow. We also received the first of the payments from federal employee retention credits of \$59,244. This increased our net cashflow even more.

# FIRST UNITARIAN UNIVERSALIST CHUR

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## Balance Sheet As of November 30, 2021

	SEP 2021	OCT 2021	NOV 2021
<b>ASSETS</b>			
Current Assets			
Bank Accounts			
1072 Bill.com Money Out Clearing	0.00	0.00	0.00
1110 8009-THCU Checking	427,072.84	413,094.32	483,329.58
1120 RBank Debt Service 676	59,146.04	59,149.04	59,151.63
1130 RBank Construction 668	231,850.63	228,332.98	219,435.56
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.	306,273.42	313,905.73	303,962.47
1720 UUCEF Mixed Investment Account	397,313.79	407,214.81	394,315.89
1730 UUCEF Murr Music Account	86,366.27	88,518.51	85,714.60
1740 UUCEF Education	615,886.06	631,233.88	611,238.95
1790 Unrealized (Gain)/Loss on Investments	-380,134.28	-416,287.36	-371,966.02
<b>Total Bank Accounts</b>	<b>\$1,744,012.44</b>	<b>\$1,725,399.58</b>	<b>\$1,785,420.33</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

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## Balance Sheet

As of November 30, 2021

	SEP 2021	OCT 2021	NOV 2021
Other Current Assets			
1199 Undeposited Funds	244.32	345.61	4,250.93
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	2,202.75	2,546.22	3,073.07
1310 Prepaid Expenses	9,443.18	8,423.36	6,348.10
1490 Other Current Assets	0.00	0.00	0.00
<b>Total Other Current Assets</b>	<b>\$11,890.25</b>	<b>\$11,315.19</b>	<b>\$13,672.10</b>
<b>Total Current Assets</b>	<b>\$1,755,902.69</b>	<b>\$1,736,714.77</b>	<b>\$1,799,092.43</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	-575,323.89	-585,994.79	-596,665.69
<b>Total 1500 Fixed Assets</b>	<b>7,140,156.93</b>	<b>7,129,486.03</b>	<b>7,118,815.13</b>
<b>Total Fixed Assets</b>	<b>\$7,140,156.93</b>	<b>\$7,129,486.03</b>	<b>\$7,118,815.13</b>
<b>TOTAL ASSETS</b>	<b>\$8,896,059.62</b>	<b>\$8,866,200.80</b>	<b>\$8,917,907.56</b>

# FIRST UNITARIAN UNIVERSALIST CHUR

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## Balance Sheet As of November 30, 2021

	SEP 2021	OCT 2021	NOV 2021
<b>LIABILITIES AND EQUITY</b>			
Liabilities			
Current Liabilities			
Accounts Payable			
2110 Accounts Payable	-10,127.74	1,652.95	1,123.57
<b>Total Accounts Payable</b>	<b>\$ -10,127.74</b>	<b>\$1,652.95</b>	<b>\$1,123.57</b>
Credit Cards			
2150 Chase Credit Card 3081	3,729.10	2,200.33	6,028.07
<b>Total Credit Cards</b>	<b>\$3,729.10</b>	<b>\$2,200.33</b>	<b>\$6,028.07</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>\$ -6,398.64</b>	<b>\$3,853.28</b>	<b>\$7,151.64</b>
Long-Term Liabilities			
2620 Construction Loan	1,272,960.27	1,264,417.79	1,260,410.03
<b>Total Long-Term Liabilities</b>	<b>\$1,272,960.27</b>	<b>\$1,264,417.79</b>	<b>\$1,260,410.03</b>
<b>Total Liabilities</b>	<b>\$1,266,561.63</b>	<b>\$1,268,271.07</b>	<b>\$1,267,561.67</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	-273,097.07	-304,665.33	-252,249.17
<b>Total Equity</b>	<b>\$7,629,497.99</b>	<b>\$7,597,929.73</b>	<b>\$7,650,345.89</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$8,896,059.62</b>	<b>\$8,866,200.80</b>	<b>\$8,917,907.56</b>

**FIRST UNITARIAN UNIVERSALIST CHUR**

**Profit and Loss**

**November 2021**

	<b>Total</b>
<b>Income</b>	
4100 Earned Revenue	
4130 Rentals Revenue	8,517.04
<b>Total 4100 Earned Revenue</b>	<b>\$ 8,517.04</b>
4200 Contributed Revenue	
4210 Unrestricted Contributions	
4211 Pledge	69,127.52
4212 Sunday Plate	1,523.78
4213 Other Gifts	10,496.45
<b>Total 4210 Unrestricted Contributions</b>	<b>\$ 81,147.75</b>
4220 Restricted Contributions	1,502.50
4221 Special Plate	1,534.50
<b>Total 4220 Restricted Contributions</b>	<b>\$ 3,037.00</b>
<b>Total 4200 Contributed Revenue</b>	<b>\$ 84,184.75</b>
<b>Total Income</b>	<b>\$ 92,701.79</b>
<b>Gross Profit</b>	<b>\$ 92,701.79</b>
<b>Expenses</b>	
6100 Payroll Expenses	
6110 Salaries & Wages	40,942.86
6140 Employer Portion of Benefits	9,337.01
6150 Employer Portion of Taxes	1,648.76
6180 Other Labor Related Expense	992.44
<b>Total 6100 Payroll Expenses</b>	<b>\$ 52,921.07</b>
6210 Charitable Giving	
6211 UUA	12,000.00
6213 Community Support	600.00
<b>Total 6210 Charitable Giving</b>	<b>\$ 12,600.00</b>
6220 Program Expenses	
6221 Meeting Costs	4.08
6222 Event Costs	212.95
6223 Supplies	1,010.91
6224 Guest Speaker / Musician	600.00
6226 Professional Development	337.49
6228 Literature & Printed Materials	20.45
<b>Total 6220 Program Expenses</b>	<b>\$ 2,185.88</b>
6400 Occupancy Costs	
6410 Building Upkeep	70.00
6420 Grounds Upkeep	1,087.08
6430 Security	29.99

6440 Utilities, Phone, & Internet		3,797.11
6450 Equipment		969.77
6460 Repairs & Maintenance		1,420.06
<b>Total 6400 Occupancy Costs</b>	<b>\$</b>	<b>7,374.01</b>
6610 Office Supplies & Postage		2,640.65
6670 Software Subscriptions		767.60
6710 Legal & Professional Fees		2,209.00
6730 Permits, Licenses, and Other Fees		68.22
6740 Property & Liability Insurance		1,229.17
6750 Bank Service Charges		1,319.68
6760 Merchant Processing Fees		674.72
6820 Depreciation Expense		10,670.90
6830 Interest Expense		4,899.52
<b>Total Expenses</b>	<b>\$</b>	<b>99,560.42</b>
<b>Net Operating Income</b>	<b>-\$</b>	<b>6,858.63</b>
<b>Other Income</b>		
4160 Interest and Dividends		30.38
7100 Employee Retention Credit		59,244.41
<b>Total Other Income</b>	<b>\$</b>	<b>59,274.79</b>
<b>Net Other Income</b>	<b>\$</b>	<b>59,274.79</b>
<b>Net Income</b>	<b>\$</b>	<b>52,416.16</b>
<b>Non-Operational Expenses</b>	<b>\$</b>	<b>15,570.42</b>
<b>Net Cash Flow Increase/Decrease</b>	<b>\$</b>	<b>67,986.58</b>

Tuesday, Dec 21, 2021 10:21:22 AM GMT-8 - Accrual Basis

**FIRST UNITARIAN UNIVERSALIST CHUR**  
**Profit and Loss Comparison**  
**January - November, 2021**

	<b>Total</b>	
	<b>Jan - Nov, 2021</b>	<b>Jan - Nov, 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	67,009.98	48,891.87
4150 Merchandise Sales		42.00
<b>Total 4100 Earned Revenue</b>	<b>\$ 67,009.98</b>	<b>\$ 51,860.29</b>
<b>4200 Contributed Revenue</b>		
4210 Unrestricted Contributions		40,000.00
4211 Pledge	603,349.01	616,579.39
4212 Sunday Plate	9,675.64	19,939.30
4213 Other Gifts	44,091.37	143,722.75
<b>Total 4210 Unrestricted Contributions</b>	<b>\$ 657,116.02</b>	<b>\$ 820,241.44</b>
4220 Restricted Contributions	29,182.98	181,981.04
4221 Special Plate	12,325.47	6,240.14
<b>Total 4220 Restricted Contributions</b>	<b>\$ 41,508.45</b>	<b>\$ 188,221.18</b>
<b>Total 4200 Contributed Revenue</b>	<b>\$ 698,624.47</b>	<b>\$ 1,008,462.62</b>
<b>Total Income</b>	<b>\$ 765,634.45</b>	<b>\$ 1,060,322.91</b>
<b>Gross Profit</b>	<b>\$ 765,634.45</b>	<b>\$ 1,060,322.91</b>
<b>Expenses</b>		
6100 Payroll Expenses		
6110 Salaries & Wages	506,938.51	460,835.13
6140 Employer Portion of Benefits	106,387.64	94,899.74
6150 Employer Portion of Taxes	20,925.05	19,962.02
6180 Other Labor Related Expense	11,492.12	7,361.14
<b>Total 6100 Payroll Expenses</b>	<b>\$ 645,743.32</b>	<b>\$ 583,058.03</b>
6210 Charitable Giving	349.36	
6211 UUA	23,026.37	1,400.00
6212 Member Support	3,400.63	
6213 Community Support	9,624.28	14,399.96
6219 Other Charitable Giving		1,472.81
<b>Total 6210 Charitable Giving</b>	<b>\$ 36,400.64</b>	<b>\$ 17,272.77</b>
<b>6220 Program Expenses</b>		
6221 Meeting Costs	946.17	4,028.27
6222 Event Costs	983.50	
6223 Supplies	12,834.36	7,232.30
6224 Guest Speaker / Musician	11,385.00	6,080.00
6225 Travel (Parking, Tolls, and Mileage)	5.72	10,289.83
6226 Professional Development	15,928.40	4,150.00

6228 Literature & Printed Materials	530.10	4,506.35
6229 Other Program Expenses	2,514.87	7,556.19
<b>Total 6220 Program Expenses</b>	<b>\$ 45,128.12</b>	<b>\$ 43,842.94</b>
<b>6300 Outreach Costs</b>		
6310 Advertising		1,405.14
6311 Printing	7,239.16	10,021.51
6320 Recognition	489.23	
6330 Member Cultivation	20.00	10.81
6390 Other Outreach Expenses	0.00	2,040.88
<b>Total 6300 Outreach Costs</b>	<b>\$ 7,748.39</b>	<b>\$ 13,478.34</b>
<b>6400 Occupancy Costs</b>		
6410 Building Upkeep	4,095.98	968.56
6420 Grounds Upkeep	10,956.80	11,957.88
6430 Security	614.89	439.89
6440 Utilities, Phone, & Internet	40,416.69	36,259.99
6450 Equipment	5,455.77	1,994.89
6460 Repairs & Maintenance	19,892.79	33,417.70
6490 Other Facility Expenses	880.00	
<b>Total 6400 Occupancy Costs</b>	<b>\$ 82,312.92</b>	<b>\$ 85,038.91</b>
6610 Office Supplies & Postage	4,656.56	16,253.06
6620 Dues & Membership Fees	344.07	2,121.94
6670 Software Subscriptions	11,888.44	11,643.76
6710 Legal & Professional Fees	27,090.62	30,723.12
6730 Permits, Licenses, and Other Fees	1,196.81	869.00
6740 Property & Liability Insurance	12,641.70	20,225.00
6750 Bank Service Charges	12,429.99	10,741.76
6760 Merchant Processing Fees	6,549.25	8,438.18
6820 Depreciation Expense	117,379.90	116,770.06
6830 Interest Expense	60,588.76	69,118.14
Suspense (deleted)		0.00
Uncategorized Expense		0.00
<b>Total Expenses</b>	<b>\$ 1,072,099.49</b>	<b>\$ 1,029,595.01</b>
<b>Net Operating Income</b>	<b>-\$ 306,465.04</b>	<b>\$ 30,727.90</b>
<b>Other Income</b>		
4160 Interest and Dividends	791.67	2,175.71
7000 PPP Loan Forgiveness		140,800.00
7100 Employee Retention Credit	59,244.41	
<b>Total Other Income</b>	<b>\$ 60,036.08</b>	<b>\$ 142,975.71</b>
<b>Other Expenses</b>		
2021 Clean Up	5,820.21	
<b>Total Other Expenses</b>	<b>\$ 5,820.21</b>	<b>\$ 0.00</b>
<b>Net Other Income</b>	<b>\$ 54,215.87</b>	<b>\$ 142,975.71</b>
<b>Net Income</b>	<b>-\$ 252,249.17</b>	<b>\$ 173,703.61</b>
<b>Non-Operational Expenses</b>	<b>\$ 177,968.66</b>	<b>\$ 185,888.20</b>
<b>Annual Transfer from Savings</b>	<b>\$ 23,000.00</b>	<b>\$ 23,000.00</b>



<b>Net Cash Flow Increase/Decrease</b>	\$	(51,280.51)	\$	382,591.81
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Tuesday, Dec 21, 2021 10:22:01 AM GMT-8 - Accrual Basis

Monthly Program Development Report  
First Unitarian Universalist Church of Austin  
November 2021

Worship Services and Gatherings

We continue to offer in person services. We are requiring people to always wear masks while inside the building and are not singing hymns for now. We are serving coffee out in the courtyard. We continue to reach several hundred folks through our livestream of the service.

Our children seem to really be enjoying being together on the playground and engaging in RE activities outside. Our youth are meeting twice per month.

Building

We have reopened the building to church groups and rentals, requiring safety practices such as masking and distancing. The staff and management team are holding some meetings on site and beginning to work at least some hours at the building again, though some hours are also still worked from home, as that is sometimes a more efficient use of our work time.

Church Operations

We are doing some work on the building and doing some updating (such as adding an AED for the sanctuary) in anticipation of increased attendance over time.

Finances

Please the separate financial reports attached. I have entered the budget for 2022 into the accounting software.

Warmly,

Chris

# FUUCA Board Engagement Committee Report

*December 2021*

## “History of First UU” Video Project

Leo and Rev. Meg met on Wednesday, December 15 to discuss this project.

Here are some topics that we've come up with so far:

- Existing history, per existing documents about the conversion of the Austin Unitarian Society to the First Unitarian Church of Austin, Emily Howson's gift, and the building of the church.
- Mostly Music Marathon (1990s)
- Lesbian dance nights (sponsored by Margaret Nunley, 1970s-1980s)
- Welcoming venue for LGBTQ musicians' concerts (1980s-2000s)
- Venue for classical music recitals
- Austin Sanctuary Network (2000s)
- Paradox Players
- Sanctuary expansion

Leo has also found some congregants and non-congregants who are willing to give interviews in the video.

## Holiday Party

The holiday party took place on 12/17.

## Fundraiser for Staff Holiday Gift

The recipe books have been created and some have been printed. We ran into a snag with the printing. We were hoping to get them printed somewhere, but Staples, Office Depot and Fedex were charging \$30 a copy! Nesan and Sadie are printing some on home computers but **we could use the help of any board members who are willing to print out some color copies.**

**We could also use help / ideas for promoting and encouraging people to donate.**

## 'Story Corps' Proposal

Objective: Understand the impact that the First Unitarian Universalist Church of Austin has had on our congregation

### Our Approach

Shortlist congregants primarily based on self-expressed interest as evident via the congregational survey

Fall back Approach: Solicit participation via weekly newsletters, Sunday service and other channels

Coordinate with Linkage committee to ensure there is no overlap in participation with their efforts

Ensure that the shortlisted candidates span the spectrum across the following dimensions (including but not limited to)

Age group

Gender

Geography (i.e. local vs remote)

Length of membership

Schedule and hold the conversations; share questions ahead of time

Synthesize and summarize the stories; review/refine as needed

# of Conversations: 6-12

Who will hold the conversations: Board of Trustees

Primary medium for in-person conversations: Zoom

Secondary: In-person

(Note: Due to threat of Omicron variant, we should play it safe)

### Time frame

Shortlist interview candidates in Dec/Jan 2022

In person interviews in Jan/Feb 2022

Thematic analysis and write-up in Feb/Mar 2022

### Questions to facilitate our conversations

How is the church helping you as an individual?

How is the church empowering members to move toward the ends?

What has the church inspired you to do differently (towards advancing the ends)?

How has church changed your life? In what way?

Expected Output: A thoughtful write-up based on the in-person conversations we will host with select congregants (Note: While a 'Story Corp' is typically a multimedia output, we have decided

to stick with a written format output, preferably PowerPoint)

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

First UU Church of Austin December 2020

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

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

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

#### Evidence of Progress:

#### **2021**

This past year our Green Sanctuary Team has worked with Faiths 4 Climate on its Climate Justice Organizing Call, with the UU Ministry For the Earth, which are both centered here in Austin and have met in our church. These meetings are about to start again now that our church building is open. The UU Ministry For the Earth sponsors various events around the country, mostly now by Zoom. They have worked with Call4Climate on organizing letter writing campaigns, and with 350 Austin, which has been meeting at our church and will begin meeting again now that the building is open. The Green Sanctuary Team also helped with the fight against HB 2692, which would allow nuclear waste to be dumped in the West Texas desert.

The children have begun to be on the playground again, and the gardens are waiting to be replenished so they can have good gardening experiences again. Books in the classrooms encourage a good relationship with the earth, and caring for its creatures, but we haven't been in the classrooms yet. Some of the Stories For All Ages teach care for the earth.

Now that we are re-starting rentals, they will keep being given the guidance about not using Styrofoam, and being as green as possible with their practices.

Our lights in the hallways, the Gallery, and the bathrooms are wired to turn on when someone is there and to turn off when no one is there, saving energy.

**2020** Our Green Sanctuary Team continues to sponsor learning events with other organizations, except during the past months of the pandemic. They are involved in education about Climate Change, and they are active in local government hearings which concern environmental justice. The architects and the

construction company with whom we worked agreed to our request to make the building and renovation they did for us to the highest standards of green building, equivalent to a level of LEED certification, without being officially LEED certified. We have lights that turn on and off according to occupancy, and our new HVAC systems are more efficient than the last ones we bought. The landscaping that was put in with the construction was made up of native plants at our request.

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

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

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

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

Updated Dec. 2021 Meg Barnhouse



**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
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**2. Action Items - Previous**

Last month's action items were completed.	S	NI	UNS
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**3. Timing**

Appropriate time was allocated and spent on agenda items.	S	NI	UNA
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**4. Policy Governance**

Policy governance was observed.	S	NI	UNS
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**5. Covenant**

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

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

Clear action items were identified from this meeting.	S	NI	UNS
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**8. Overall**

	S	NI	UNS
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**Comments:**