

Agenda – Congregational Meeting  
 First Unitarian Universalist Church of Austin  
 Sunday, May 21, 2023, 1:30 pm – 3:00pm in the Sanctuary and on Zoom:  
<https://zoom.us/my/firstuuaustin>, Password is 512452

	Pp.	Min	Time
1. Welcome and Call to Order, Nesan Lawrence		10	1:30
a. Unison Reading of Covenant and Lighting of Chalice	2		
b. Adopt Consent Agenda	3-4		
• Rules of Procedure	5-22		
• Minutes of December 2022 congregational meeting			
c. Adopt Agenda			
2. Update: State of the Church, Rev. Chris Jimmerson and Jonalu Johnstone		15	1:40
3. Congregational Vote on Board of Trustees Nominations, Nominating Committee	23-25	15	1:55
4. Congregational Vote on Nominating Committee Member Nominations, Nominating Committee	23, 26-28	10	2:10
5. Securing Our Church’s Future Report, Nesan Lawrence and David Riehl		20	2:20
6. Joys/Concerns/Intentions		10	2:40
7. Closing Reading and Extinguish Chalice		5	2:45
8. Adjourn			2:50

## **A COVENANT OF HEALTHY RELATIONS**

**As a religious community, we promise:**

### **To Welcome and Serve**

- By being intentionally hospitable to all people of good will
- By being present with one another through life's transitions
- By encouraging the spiritual growth of people of all ages

### **To Nurture and Protect**

- By communicating with one another directly in a spirit of compassion and good will
- By speaking when silence would inhibit progress
- By disagreeing from a place of curiosity and respect
- By interrupting hurtful interactions when we witness them
- By expressing our appreciation to each other

### **To Sustain and Build**

- By affirming our gratitude with generous gifts of time, talent and money for our beloved community
- By honoring our commitments to ourselves and one another for the sake of our own integrity and that of our congregation
- By forgiving ourselves and others when we fall short of expectations, showing good humor and the optimism required for moving forward

**Thus do we covenant with one another**

Approved at congregation meeting May 5, 2013

# First Unitarian Universalist Church of Austin Congregational Meeting Rules of Procedure

## 1. Order of Business

The order of business will follow the meeting notice unless the order of business is changed by a majority vote.

## 2. Means of Voting

Unless specified otherwise in advance, members may attend meetings in person or remotely. As long as a quorum is present (ten percent of voting members of the congregation), voice votes, or a show of hands, including through digital means, will be used, unless the bylaws specify otherwise. Two or more people shall be designated as vote counters by the chair at the outset of the meeting in the event that a vote count is needed. All matters will be determined by the number of votes cast by members present and voting, as long as there is a quorum, unless the meeting notice allows absentee voting.

## 3. Presentation of Items

A Board Member or the appropriate Committee Chair will move the action items as distributed in the meeting notice.

## 4. Amendments

No one may offer an amendment until there has been at least ten minutes of debate on the main question as moved, unless no one else wants to speak to the main question or it is a clarifying amendment. Anyone making an amendment must submit it in writing before it is discussed. Assistance will be provided as needed.

## 5. Time limits

These time limits will apply to all the business of the meeting. If no one objects, the Chair may grant minor extensions. Time limits may be extended by a two-thirds vote.

- a. No one may speak on any motion for more than two minutes or more than once as long as anyone else is waiting to speak, except that persons with special information may answer questions with the Chair's permission.
- b. No item will be discussed in the meeting for more than 30 minutes. Discussion time will be divided equally by alternating between speakers at who identify as pro and con. Discussion may also include points of clarification or amendments.
- c. No one may call the previous question if there are persons both pro and con waiting to speak and the time for discussion is not over. If the Chair sees no speakers for the con position, then the Chair may call for a vote.
- d. All speakers who are in person must speak using a microphone.

## 6. Budget Motions

Anyone making a motion concerning the budget must submit it to the Chair in writing and must provide for reduction in specific categories equal to any increase in spending in the motion. A simple majority vote is required to adopt motions concerning the budget.

#### 7. Items Not in the Meeting Notice

Items of a substantial nature which are not in the meeting notice shall not be considered. Committees with items of substantial importance must have the item prepared far enough in advance for inclusion in the meeting notice.

#### 8. Amending the Rules of Procedure

These rules of procedure will be adopted by a majority vote and may be changed during the meeting by a simple majority.

#### 9. Adjournment

The meeting will adjourn no later than two hours or at such time as a quorum is no longer present after the Chair has called the meeting to order. The meeting may be extended in 15-minute increments by a simple majority vote for as much as one additional hour.

## Minutes – Congregational Meeting

First Unitarian Universalist Church of Austin

Sunday, December 18, 2022, 1:30 pm - 2:30 pm In  
the Sanctuary at 4700 Grover Avenue, 78756

Or by Zoom Link: <https://zoom.us/my/firstuuaustin>

Passcode: 512452

- |   |          |
|---|----------|
| 1. Welcome and Call to Order, Nesan Lawrence – 10 min, pg 2   | 1:30     |
| a. Unison Reading of Covenant and Lighting of Chalice   |          |
| b. Introduction of Parliamentarian  |          |
| c. Adopt Consent Agenda   |          |
| • Rules of Procedure, pgs 3-5   |          |
| • Minutes May 2022 congregational meeting,<br>pgs 6-7   |          |
| d. Adopt Agenda, pg 1   |          |
| 2. Update: State of the Church, Rev. Chris Jimmerson – 10 min   | 1:40     |
| 3. Interim Ministry Update, Rev. Jonalu Johnstone – 10 min  | 1:45     |
| 4. Call for return of ballots for 2023 Monthly Special Offerings,<br>Mary Overton – 5 min                       | 1:50     |
| 5. 2022 Proposed Budget and Fiscal Discussion – 30 min, Board<br>of Trustees and Rev. Chris Jimmerson, pgs 8-13 | 2:00     |
| 6. Joys and Concerns – 10 min   | 2:20     |
| 7. Closing Reading and Extinguish Chalice – 5 min   | 2:25     |
| <br>Adjourn   | <br>2:30 |

### **1:30 PM – Welcome and Call to Order, Nesan Lawrence – 10 min**

- *President Nesan Lawrence confirmed that we had a quorum (>43 members; there were 59 total voting members in attendance, both in-person and via Zoom) and called the meeting to order. He introduced our parliamentarian, Kirk Overbey, attending virtually via Zoom, the President-Elect and Secretary, Vic Cornell, also attending virtually via Zoom, and Zoom pilot & vote counter, Nathan Walther.*
- *We started with a unison reading of the Covenant of Healthy Relations; then Nesan read opening words while Kelly Raley lit the chalice.*

## **A COVENANT OF HEALTHY RELATIONS**

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### **To Welcome and Serve**

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**Thus do we covenant with one another**

Approved at congregation meeting May 5, 2013

- *There were no changes or objections to the consent agenda, which included the Rules of Procedure and Minutes of the December 19, 2021 Congregational Meeting; thus it was approved. The agenda for this meeting was approved likewise.*

## **First Unitarian Universalist Church of Austin Congregational Meeting Rules of Procedure**

### 1. Order of Business

The order of business will follow the meeting notice unless the order of business is changed by a majority vote.

### 2. Remote participant attendance and communication

To accommodate a wider range of technology access, members may join by remote in a number of ways including voice, chat/text or video. The meeting will be primarily conducted by voice.

To ensure individuals can be identified: the designated vote counters have discretion on how to recognize members. These methods include, but are not limited to, system identity, voice statements, typing/chat activity and video recognition.

If a typing/chat is not available to an attendee, they may submit statements and motions by voice using the chair or a designated assistant(s) to act as proxy. The chair or assistant(s) should also read relevant chat items to help voice-only attendees.

### 3. Means of Voting

As long as a quorum is present (ten percent of voting members of the congregation), voice votes, or a show of hands, including through digital means, will be used, unless the bylaws specify otherwise. Two or more people shall be designated as vote counters by the chair at the outset of the meeting in the event that a vote count is needed. All matters will be determined by the number of votes cast by members present and voting, as long as there is a quorum.

To streamline remote meetings, the vote counters may informally canvas the membership using one or several straw polling mechanisms, show of hands (virtual or video) or other method. Clear majority and uncontested items may be voted by acclamation.

#### 4. Presentation of Items

A Board Member or the appropriate Committee Chair will move the action items as printed in the meeting notice. If updated, items will be read aloud and displayed to accommodate voice only participants.

#### 5. Amendments

No one may offer an amendment until there has been at least ten minutes of debate on the main question as moved, unless no one else wants to speak to the main question or it is a clarifying amendment. Anyone making an amendment should give it to the chair via the chat function (or proxy as per #2).

#### 6. Time limits

These time limits will apply to all the business of the meeting. If no one objects, the Chair may grant minor extensions. Time limits may be extended by a two-thirds vote.

- a. No one may speak on any motion for more than two minutes or more than once as long as anyone else is waiting to speak, except that persons with special information may answer questions with the Chair's permission.
- b. No item will be discussed in the meeting for more than 30 minutes. Discussion time will be divided equally by alternating between speakers voicing pro and con positions. Speakers must state clearly if they are pro or con.
- c. No one may call the previous question if there are *both* pro and con persons waiting to speak and the time for discussion is not over. If the Chair sees no speakers for the con position, then the Chair may call for a vote.
- d. Every person must speak via voice or identify a reader for their chat/text comments.

#### 7. Budget Motions

Anyone making a motion concerning the budget should give it to the Chair via the chat function (or proxy as per #2) and must provide for reduction in specific categories equal to any increase in spending in the motion. A simple majority vote is required to adopt motions concerning the budget.

#### 8. Items Not in the Meeting Notice

Items of a substantial nature which are not in the meeting notice shall not be considered. Committees with items of substantial importance must have the item prepared far enough in advance for inclusion in the meeting notice.

#### 9. Amending the Rules of Procedure

These rules of procedure will be adopted by a majority vote and may be changed during the meeting by a simple majority.



## 10. Adjournment

The meeting will adjourn no later than two hours or at such time as a quorum is no longer present after the Chair has called the meeting to order. The meeting may be extended in 15-minute increments by a simple majority vote for as much as one additional hour.

# Minutes – First Unitarian Universalist Church of Austin Congregational Meeting

## Sunday, May 22, 2022, 1 pm – 2 pm - Held in person and on Zoom

1. Welcome and Call to Order, Toni Wegner – 10 min
  - President Toni Wegner confirmed that we had a quorum (>40 members; there were about 100 members in attendance) and called the meeting to order. She introduced our parliamentarian, Kirk Overbey, the President-elect and Secretary, the Zoom pilot, and two vote counters.
  - We started with a unison reading of the Covenant of Healthy Relations; then Toni read opening words while Nesan Lawrence lit the chalice.
  - There were no changes or objections to the consent agenda, which included the Rules of Procedure and Minutes of the December 19, 2021 Congregational Meeting; thus it was approved. The agenda for this meeting was approved likewise.
  
2. Update: State of the Church, Rev. Meg Barnhouse – 5 min
  - Rev. Meg began by speaking about the upcoming transition and expressed faith that the congregation can expertly handle the transition. Adhering to the covenant of right relations can help us in this regard.
  - She thanked the Board and Rev. Chris for their leadership with transition activities to date. She also thanked Kelly Stokes for the excellent work with the RE program.
  - She highlighted that the church has focused on the theme of 'Feeling Welcome' this year. One way this is being addressed is via improvements to the playground area with lighting and awning to help the kids, teachers, volunteers, and parents endure the summer heat.
  - She mentioned that the financial situation is healthy thanks to the pledges, legacy giving, and payments from government programs.
  - Finally, she commented on declining membership this year with hopes that it would bounce back, encouraged by the number of new members presented to the congregation at the service today.
  
3. Congregational Vote on Board of Trustees Slate – 3 min
  - Tomas Medina made the motion on behalf of the Nominating Committee to nominate Vic Cornell for the office of president elect. There being no other nominations, Vic was elected by acclamation. Vic will serve as president-elect for one year and then will succeed to the office of president for the following year.
  - Tomas Medina made the motion on behalf of the Nominating Committee to nominate Donna Carpenter, Mateo Kresha and Joseph Hunt for the positions of trustee for the new term of 2022-2025. There being no other nominations, Donna, Mateo, and Joseph were elected by acclamation.
  
4. Congregational Vote on Nominating Committee Member – 2 min
  - Tomas Medina made the motion on behalf of the Nominating Committee to nominate Becca Brennan-Luna for the open congregational position on the Nominating Committee for the 2022–2025 term. There being no other nominations, Becca was elected by acclamation.
  
5. Congregational Vote on Adopting the Unitarian Universalist 8th Principle – 10 min

- Rev. Meg introduced the motion by clarifying that adopting the 8<sup>th</sup> principle does not legally bind us to anything specific as it relates to the UUA. This would just mean that we are adding our congregation's name to the list of other UU congregations that have already adopted the 8<sup>th</sup> principle.
- Russell Holley-Hurt made the motion to adopt the 8<sup>th</sup> principle and Elias Ponvert seconded the motion. A very brief discussion followed where congregants mostly expressed their support and excitement towards adopting the 8<sup>th</sup> principle.
- Based on a vote by a show of hands, the 8<sup>th</sup> principle was adopted successfully. All votes were in the affirmative!

#### 6. Congregational Vote on Proposed Change to the Church Bylaws – 5 min

- Toni Wegner introduced the bylaw changes by sharing that this came forth after meeting with two representatives of the UUA regarding Rev. Meg's departure, and both noting that our bylaws needed to be amended prior to the search for a new Sr. Minister. Toni wrote the amendment, brought it to the Board, and the Board recommended it.
- Suzette Emberton made the motion to accept the changes to bylaws as written.
- In the absence of any discussion, a vote was called by a show of hands. The bylaws amendment was adopted based on more than two-thirds of the members present voting in the affirmative. Again, all votes were in the affirmative.

#### 7. Congregational Vote to confer Minister Emerita status to The Reverend Meg Barnhouse. – 5 min

- Toni Wegner called on Sadie Lambert to present the resolution to confer Minister Emerita status to The Reverend Meg Barnhouse.
- In the absence of any discussion, the resolution was called to a voice vote and was adopted with overwhelming enthusiasm. A standing ovation followed and flowers were presented.

#### 8. Joys and Concerns – 10 min

- Congregants took turns sharing their joys and concerns from a difficult 2022 given the news of Rev. Meg's retirement.

#### 9. Closing Reading and Extinguish Chalice – 5 min

- Toni read the closing words as Nesan Lawrence extinguished the chalice. The meeting ended ahead of schedule.

#### 10. Announcements and Adjourn

- On behalf of the fellowship committee, Celeste Padilla announced that the Farewell Party for Rev. Meg is scheduled for the following Sunday, May 29.
- On behalf of Kathryn Govier, Toni Wegner shared details regarding restarting Senior Lunch.
- Finally, Nesan Lawrence provided an update on the interim search and addressed questions regarding next steps.

### **1:40 PM Update: State of the Church, Rev. Chris Jimmerson – 10 min**

- Rev. Chris Jimmerson gave an update on the state of the church
- Stewardship campaign
  - Many thanks to Liz Nielson, who has chaired our stewardship council for the past three years through the hardest of times, as well as her great team of folks. They, along with a special joint sub-group formed in conjunction with our board, found ways to address our greatly increased pledge needs for 2023. With their leadership, this religious community rose to the challenge, securing about \$815,000 in pledges and one time challenge contributions – 96% of a very ambitious goal!
- Facilities and Grounds
  - Our facilities and grounds deteriorated during the pandemic while the building was closed. We also suffered some damage due to the snowstorm and extended freeze in 2021. We have been performing maintenance and upgrades. We have been limited in doing so because of being short-staffed and a lack of funds to address some of the needed repairs and maintenance, so things are moving more slowly than we would like. We have made progress. The following are a few examples; We ran electricity to the outside wall of the RE Wing by the playground and had an electrically operated awning installed. We had several of the RE rooms and areas repainted and installed new window coverings. We vastly improved one of the portable rooms such that it is a very livable space for visitors. We also had the electrical lines to the portable rooms replaced, as they had been done incorrectly when these portable rooms were first installed. Luther Elmore filled in the spaces between the large blocks in the courtyard to improve safety. A new group of terrific volunteers has been doing great work to improve our grounds. They also funded bringing in a professional arborist to clear away deadwood and clean up our grounds. Some of the hallways in the church were cluttered with items that we had no place to store. We rented offsite storage so that we clear the hallways. Likewise, our technical crew and volunteers cleared out or masked much of the exposed sound and other cabling in the sanctuary, and we cleared out the hallway by the choir loft so that the second candle wall can now be used during services.
- Staffing Planning
  - Our church staff has grown smaller through attrition that occurred during the pandemic, the retirement of our senior minister and the death of a long-time, much loved staff member. We were already short-staffed compared to churches of a similar size. Trying to emerge from the pandemic, revitalize our ministries and programs and do the work of the transition has resulted in staff overworking and risking burnout. We have been restructuring and looking at ways to relieve staffing stress and workload, as well as to create a future staffing plan to better meet the church's needs and goals. The 2023 budget includes some staffing realignments.
- Visitation/Attendance/KUT
  - Our attendance and visitation have been trending upward. October 2022 in person attendance increased by 69% over October 2021 (we had just returned to in person services in October 2021). Average in person worship attendance this church year has been 195, compared to an average attendance of 139 in the months the church was open to in person attendance in the prior church year. We have had an average of 20 in person visitors at each worship service, with an average of 11 returning visitors. Our online service videos have been averaging 250 to 450 "views"; however, that does not tell us how many people watched the entire service or whether they watched it live. Based upon comments during the Livestream, it seems as if about 20 to 40 folks are joining the live-stream each Sunday, with many others watching the video later. We have run sponsorships on KUT during this church year, and some of the increase in attendance and visitation correlates with the time periods during

which we ran the sponsorships. Anecdotally, church members who had not been attending since the pandemic have commented that hearing the sponsorship prompted them to attend again, and several church folks have commented that hearing the sponsorship on KUT boosted their excitement about the church. Overall, we have noted a high level of positive energy on Sundays at the church. The voting membership list increased from 397 for the May congregational meeting to 431 for this congregational meeting.

- **8th Principal and UUA Bylaws Article II**
  - The ministry team will be working with the board and several of our church ministry teams to use the UUA's Commission on Institutional Change report, *Widening the Circle*, to more fully live into the 8th Principle, as well as our ends statement, "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." *Widening the Circle* provides an excellent blueprint for doing so. On a related note, Paula Cole Jones, one of the original authors of the 8th Principle, serves on Study Commission to examine a potential revision to Article II of the UUA bylaws, which currently contains our principles and sources. The commission is proposing a change to Article II which would involve a covenant of shared values rather than the principles in the bylaws themselves. However, congregations could still use the principles. Dr. Jones and the commission have issued a statement that many of the proposed values grew specifically out of the work done on the 8th principle and embody the spirit of its intent. The work demanded by the 8th principle would go on, even if the proposed changes to Article II are adopted. I will hold a session on the proposal for Article II in February. In the meantime, the following link provides more information:
    - <https://www.uua.org/uuagovernance/committees/article-ii-study-commission>
    - It is interesting to me that this change would move the UUA as a whole toward focusing on values, mission and ends, just as our church has already done.
- **Sermons and Music**
  - Some smaller Unitarian Universalist churches and fellowships have been using our service and/or sermons or musical videos for their worship. We recently gave a group called the "UU Free Range Ministry website" permission to link to our sermons and services.
- **Revitalization and reimagining of ministry teams after the pandemic**
  - Many of our ministry teams are now rebuilding after the pandemic and are also reimagining these ministries given how our world has changed. These include the First UU Cares Council, the Memorial Services team, Social Action Team (including many of its "pillars" or sub-teams, such as reproductive justice), the Membership Team, the Healthy Relations Team, and Senior Lunch. The Fun and Fellowship Team is very active again. The LGBTQ Heart Circle is now officially a program of religious education. Folks are also in discussion about restarting our BIPOC group, as well as a possible white allies group. Paradox Players and the Public Forum are also in discussions about relaunching. As mentioned above, a newly formed team is working on our grounds and landscaping.

### 1:45 PM Update: Interim Ministry, Rev. Jonalu Johnstone – 10 min

- Rev. Jonalu Johnstone gave brief update on the interim ministry process
- She pointed out that we are in a time of transition
- There is a report generated from all of the listening circles that have been held, available here: <https://austinuu.org/wp2013/wp-content/uploads/2022/11/Report-on-Listening-Circles.pdf>
- There will be a church history workshop the next time Rev. Jonalu is in Austin
  - January 14, 10 AM to noon in Howson Hall. Please register on church center ([click here](#)) so we can plan for how many are coming. We especially need to know if you need childcare.
- The board will be reaching out to church members about the Search Committee very soon

### 1:50 PM Call for return of ballots for 2023 Monthly Special Offerings, Mary Overton – 5 min

- David Overton, on behalf of Mary Overton announced that today is the deadline to vote for the 2023 special offering recipient organizations

2023 MSO Nominees			
	Organization	Nominator	Description
1	ACC Foundation - Fast Track Scholarship	Gretchen K Riehl	The ACC Foundation, a 501(c)(3) non-profit, provides scholarships and support to ACC students. Funds donated by FUUCA will be restricted to support the Fast Track Scholarship, providing needed funding for students in continuing education programs. These programs lead to jobs with living wages but are not eligible for federal financial aid.
2	Austin Justice Coalition	Eric Hepburn	Austin Justice Coalition is the fulcrum of black social justice activism in Austin and our most valuable ally in co-creating the larger beloved community in central Texas. They are sponsors and collaborators across the spectrum, from drafting police reform legislation to organizing actions to community service and education.
3	Austin Wildlife Rescue	Paul Kevin Smith	Austin Wildlife Rescue rehabilitates and releases orphaned, injured and sick wild animals and educates the public to coexist with wildlife. As an example of how many animals they help, in June 2022 they took in 1,503 animals for rehabilitation and release. This supports our UU Value of Transcendence and our Seventh Principle, respect for the interdependent web of all existence.
4	Casa Marianella	Kathleen Ellis	Casa Marianella welcomes displaced immigrants and promotes self-sufficiency by providing safe emergency or transitional housing and access to services they need to be successful. That's what we hope as UUs: to nourish bodily and spiritual needs, transform lives, and do justice to build the Beloved Community. Casa's residents are part of our Beloved Community and our future neighbors.
5	Drive A Senior	Margaret Borden	DriveASenior transforms lives by enabling older adults to live independently, avoid social isolation, and age in place by providing free, volunteer-based transportation and other support services. First UU is a founding congregation of DriveASenior, originally called North Central Caregivers, formerly contributed annually to its work, and has provided many volunteers.

6	Foundation for the Austin Sanctuary Network	Peggy Morton	ASN has stopped deportations 14 times for immigrants with deportation orders by moving Immigration Customs Enforcement to grant prosecutorial discretion, more than any other sanctuary group in the U.S. We're a group of mostly volunteers that has grown to include 20 Austin area congregations and non-profits who affirm the inherent worth and dignity of everyone and the ongoing responsible pursuit of truth.
7	Inside Books Project	Richard and Beki Halpin	Inside Books Project sends free books to Texas Prisoners and delivers free books to prison libraries. Last year Inside Books Project sent 40,000 books to prisoners. Books allow prisoners to expand their hearts, minds and imaginations and prepare for success when they rejoin our beloved community outside the walls.
8	Manna Foundation	Miles Diggs	Overall this non-profit is based on equality. Often times, we see people who treat the homeless or less fortunate poorly. The Manna Foundation strives to make sure all felt loved. Equality is the core of The Manna Foundation.
9	Manos de Cristo	Peggy Morton	The mission of Manos de Cristo is to empower low-income individuals with a loving hand of assistance and without regard to age, gender, race, or religious preference. Manos de Cristo promotes dignity and self-reliance by meeting basic needs with food and clothing, providing essential dental care, and furthering educational development, including English as a Second Language classes.
10	Marjorie Bowens-Wheatley Scholarship Program	Elizabeth Gray	This scholarship program provides direct financial support to aspirants or candidates to the Unitarian Universalist ministry, or candidates in the UUA's religious education or music leadership programs, who identify as BIPOC women. It supports those called to service in the Unitarian Universalist faith.
11	Planned Parenthood of Greater Texas	Sarah Wheat	Planned Parenthood of Greater Texas provides comprehensive reproductive healthcare, inclusive evidence-based education programs, and advocates for reproductive justice. In-person, telehealth, and virtual education services are provided locally in Austin and across Texas. Proud to provide care for her, him, them, you, all - no matter what.
12	Seedling	Chanelle Shackelford	Seedling mitigates the impact of parental incarceration on children in Central Texas through school-based mentoring. Seedling recruits volunteers, matches them with eligible children, and offers ongoing support to both children and volunteers. Relationships with mentors influence the development of positive attitudes towards school.
13	Texas Campaign for the Environment Fund	Victor Cornell	TCE is the largest environmental group in Texas organizing support through door-to-door canvassing, empowering Texans to fight pollution through sustained grassroots organizing campaigns that shift corporate & government policy. We envision a Texas free from pollution!
14	Texas Equal Access Fund	Elizabeth Gray	TEA Fund works to create a world where people are able to access abortion without interference, fear, or stigma. They advocate to support initiatives that expand abortion access and address barriers to abortion. When legal, they directly fund abortion care for people who need financial help.

15	U-Bar-U Camp and Retreat Center	Michael West	<p>UBarU, in the Texas Hill Country near Kerrville gratefully serves as the host for the Southern Region's UU's Summer Youth Camps, UU Women's, Men's and Family Retreats, artistic, dark sky and sustainability events. UBarU welcomes all people and organizations that share UU's Values in a setting in harmony with nature.</p>
16	UU Service Committee	Judith Sadegh and David Overton	<p>UUSC advances human rights and social justice around the world, partnering with those who confront unjust power structures and mobilizing to challenge oppressive policies. Our work is grounded in the belief that all people have inherent power and dignity.</p> <p>UUSC has financially supported the Austin Sanctuary Network and TXUUJM.</p>



**2:00 Proposed 2023 Budget and Fiscal Discussion – 30 min, Board of Trustees and Rev. Chris Jimmerson**

- Rev. Chris Jimmerson lead discussion on the proposed budget, below

## 2023 Proposed Budget Information

The attached summary budget represents our best estimate for income and expenses next year.

Here are a few notes:

- Our stewardship team and the church did an extraordinary job rising to the funding challenge we found ourselves facing for 2023. We saw a 16.7% increase in the amount pledged in 2023 over the amount pledged toward 2022. Adding in the pledge matching contributions that were offered, that rises to an increase of 25%. With the matching contributions, we are at 95.5% of our goal.
- We are seeing an increase in church membership after we lost members during the pandemic. Visitation levels remain high.
- The budget includes interim minister salaries and benefits though all of 2023.
- The budget also includes \$20,000 to fund the costs associated with the work of the search committee we will be forming.
- We continue to follow Unitarian Universalist Association (UUA) guidelines for staff salaries.
- We continue to increase our contribution to the UUA by 10% over the prior year.
- We included running a five-week sponsorship on KUT twice during 2023.
- Anyone who would more details regarding the budget, please let us know that you would like to set up a day and time to do so.

Sincerely,

Your Board of Trustees and Reverend Chris

- ***Kelly Raley moved that the 2023 budget be adopted as written. Richard Halpern seconded the motion. The 2023 budget was approved by unanimous vote (59 – 0) .***

## Draft-Final 2023 Budget Summary

Budget Year	2021	2021	2022	2022	2023
INCOME	Budget	Actual	Budget	Projected	Proposed
Pledges					
Pledge	\$ 670,000	\$ 694,786	\$ 638,268	\$ 630,812	\$ 763,973
attrition	\$ (23,450)		\$ (22,339)		\$ (26,075)
Monthly Special Offering					\$ 13,560
New Member Giving	\$ 35,000		\$ 35,000		\$ 40,000
Sunday Plate	\$ 35,000	\$ 10,600	\$ 30,000	\$ 20,967	\$ 24,000
Other Gifts	\$ 75,000	\$ 62,938	\$ 40,000	\$ 102,778	\$ 71,000
Rental	\$ 71,000	\$ 74,767	\$ 125,000	\$ 115,113	\$ 125,000
Activities					
Fundraiser	\$ 11,750		\$ 10,000		\$ 7,000
Misc. - Committees, Interest, special plate, etc.	\$ 28,050	\$ 14,532	\$ 39,000	\$ 19,688	\$ 23,500
Pledge Challenges					\$ 52,500
Released from Restricted (Murr)	\$ 1,500				
Restricted Funds Offset	\$ 3,391				
Annual Transfer from Savings	\$ 23,000	\$ 23,000	\$ 25,105	\$ 25,105	\$ 27,000
<b>Total Income</b>	<b>\$ 930,241</b>	<b>\$ 880,623</b>	<b>\$ 920,034</b>	<b>\$ 914,463</b>	<b>\$ 1,121,458</b>
<b>EXPENSES</b>					
<b>Ministry</b>	\$ 364,088	\$ 345,521	\$ 362,385	\$ 352,510	\$ 389,549
<b>Religious Education</b>	\$ 266,876	\$ 253,266	\$ 324,653	\$ 315,835	\$ 349,018
<b>Music</b>	\$ 258,425	\$ 245,246	\$ 300,113	\$ 292,022	\$ 322,703
<b>Administration</b>	\$ 81,663	\$ 77,498	\$ 105,500	\$ 102,691	\$ 113,481
<b>Total Expenses</b>	<b>\$ 971,052</b>	<b>\$ 921,532</b>	<b>\$ 1,092,651</b>	<b>\$ 1,063,058</b>	<b>\$ 1,174,748</b>
<b>Net Revenue or expense</b>	\$ (40,811)	\$ (40,909)	\$ (172,617)	\$ (148,595)	\$ (53,290)
CARES act Employee Retention		\$ 59,244	\$ 222,036	\$ 116,974	
<b>Net with Federal Support</b>		\$ 18,335	\$ 49,419	\$ (31,621)	

## Securing the Future of Our Church

We are thrilled with how the church has risen to our fiscal challenge for 2023 and want to continue to explore how we can build a more sustainable future for the church and fund the church at a level that will allow us to truly live out our mission.

Our current staffing levels are not adequate to meet the church's needs and are unsustainable for our ministers and staff, especially as our membership and participation is growing now that we have returned to in person services.

Please see the attached survey of staffing levels for churches similar in size compared to our current staffing levels.

The following is a staffing structure that would secure the future of our church.

### Ministry

One full-time (FT) minister and two half-time (HT) interim ministers during the interim period.

After the interim period, FT senior minister and FT assistant minister if membership levels rise to 550 or more.

### Religious Education

HT director of religious education

FT RE Coordinator

HT Adult RE and Owl Coordinator (would grow to full-time as RE grows)

### Program Support

FT Executive Director (Budgeting, financial reports and oversight, supervising program support staff, helping with building access, etc., broad oversight of facilities and grounds)

FT Office Manager (Room scheduling, rentals, front desk, administrative support to all programs, assisting with meeting, building access, etc., supplies ordering).

Facilities Manager at 10-15 hours per week

Technical Director (video, sound, livestream) at 5 to 10 hours per week

FT Congregational Life and Membership Coordinator (would handle church communications to start but might eventually need part-time help)

Fund-Raising Consultant for Stewardship (minimal hours except during canvass, during which they might work 10 or more hours per week during July through October)

Contract accounting/bookkeeping

Contract Web Redesign

### Music

FT Director

HT Coordinator

HT Assistant

(These are the major staffing positions. We would also have the much more PT positions we currently employ such as childcare workers, section leaders, etc.).

We estimate that achieving this staffing level would require an additional \$244,223 in expenses in the first year. Please note this is a “ballpark” estimate as there are not UUA recommended salaries for some positions, and the recommended salary rates would increase if our membership rises above 500. Contract web redesign support would be a separate expense.

Additionally, in 2024, we will no longer have capital campaign funds left to pay the monthly note on the construction loan note. This will add another \$106,887 to operating expenses.

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

2 FT Ministers plus affiliated community ministers

FT Director of Music

Music Coordinator (Some were PT)

Admin. Asst. for Music (Some were PT)

FT Director Religious Education

FT Youth (and sometimes Young Adult) Coordinator

FT or PT RE Admin. Asst.

FT Director of Operations and Finance

Administrator/Office Manager

Various ways of structuring administrative assistance

Various ways of structuring facilities staffing

Bookkeeper/Controller

FT Congregational Life/Membership Coordinator

Various ways of structuring communications assistance

PT IT staff

FT or PT Technical Director

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

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

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

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

PT CO-Lead, Interim Minister

PT Interim Minister

FT Director of Music

PT Assistant

PT Director of Religious Education

PT RE Coordinator

Congregational Administrator

PT Assistant

Sunday tech. staff and volunteers (Very PT)

Contract bookkeeping and IT

**2:20 Joys and Concerns – 10 min**

- *Congregants took turns sharing their joys and concerns*

**2:25 Closing Reading and Extinguish Chalice – 5 min**

- *Nesan Lawrence read closing words while Kelly Raley extinguished the chalice*

**2:30 Meeting was adjourned by Board President, Nesan Lawrence**

<b>Board of Trustees Members and Nominees</b>	<b>Status</b>	<b>Term</b>	<b>Current Position</b>
Vic Cornell	Returning	2022-2024	President
Gretchen Riehl	Nominee	2023-2025	President-elect
Evan Mahoney	Nominee	2023-2026	Trustee
Suzette Emberton	Returning	2021-2024	Trustee
Russell Holley-Hurt	Returning	2021-2024	Trustee
Kelly Raley	Returning	2021-2024	Trustee
David Riehl	Returning	2021-2024	Trustee
Nathan Walther	Returning	2021-2024	Trustee
Donna Carpenter	Returning	2022-2025	Trustee
Mateo (Matthew) Kresha	Returning	2022-2025	Trustee
Joseph Hunt	Returning	2022-2025	Trustee

<b>Nominating Committee</b>	<b>Status</b>	<b>Term</b>
Art Carter	Nominee	2023-2026
Tomas Medina	Returning	2021-2024
Becca Brennan-Luna	Returning	2022-2025
Nesan Lawrence	Board appointed	2023-2024
Leo Collas	Board appointed	2023-2024



**Gretchen Riehl** – (she/her) *(President-elect)* As a lifelong UU, Gretchen Riehl considers herself a devout Unitarian and has been a member of First Unitarian Universalist Church of Austin since moving here in 2017. Prior to moving to Austin, she lived in Dallas for 30 years and was a member of First Unitarian Church there. During her childhood, she attended Unitarian fellowships in Carbondale, Illinois and Columbia, Missouri. In her young adulthood, she was a member of the Unitarian Fellowship in San

Jose, Costa Rica. Her service to 1st UU Austin has been primarily as a member of the Adult Choir. At First Church Dallas, she was a long-time member of their choir as well and met her husband David Riehl in that choir loft. She served on the First Church Dallas board of trustees for three years including one year as vice president and one as president. Her tenure as president coincided with Reverend Dr. Daniel Kanter's first full year as Senior Minister, so she is well versed in the dynamics of a new senior minister after the retirement of a longtime beloved minister.

Professionally, Dr. Riehl currently serves as the associate vice chancellor for workforce education at Austin Community College. In this role, she provides institutional leadership to the seven instructional divisions with a workforce focus. Prior to joining ACC, she served as executive dean of science, technology engineering and mathematics at Eastfield College, part of Dallas College. Dr. Riehl started her tenure at Dallas College at El Centro College where she served as faculty in respiratory therapy and associate dean of continuing education. Dr. Riehl holds a bachelor's degree in respiratory therapy from the University of Missouri, and master's and doctorate degrees in health studies from Texas Woman's University.





**Evan Mahony** (they/them) (*Trustee – 3 Years*) has attended First UU of Austin since 2018 along with their spouse, Bis Thornton (he/him, she/her). In addition to attending services, Evan has participated in small groups like Chalice Circles, the LGBTQ Community Heart Circle, Young Adult services, adult level OWL, and the 2021 Reproductive Justice Seminar.

Evan was raised in the First UU Church of Dallas and credits OWL for sparking a lifelong interest in sexual health and reproductive justice. They recently became certified to facilitate adult-level OWL and are excited to enable learning and reflection about sexuality and our faith.

Outside of church, Evan works in LGBTQ+ health and volunteers as an organizer with Gender Unbound, an arts organization that spotlights transgender and intersex creators.

Evan is honored to be nominated to the board and looks forward to the opportunity to work with the congregational community.



**Art Carter** (he/him)

*(Nominating Committee Nominee, 3 Years)*

My past six months at FUUC of Austin have been an ongoing homecoming. My husband Tom Shindell and I have finally found a church home that addresses our search for spiritual nurture, intellectual stimulation, public service, and a strong sense of belonging. I never expected to find a church home that embraces my sense of a “liberation theology” and human reasoning. FUUC does this for me. My grandfather was a minister in the African Methodist Episcopal Church in the late 1890’s

Both my husband and I are intellectually curious, and avid fans and supporters of jazz and classical music. I ended a career in higher education in 2006 which included internships in practical politics at Franklin and Marshal College and Harvard. I find current political discourse

extremely challenging, having personally fought for access to housing in Pennsylvania, Louisiana, Maryland, and California, over a forty year time frame.



**Nesan Lawrence** (he/him) (*Nominating Committee, Board Appointed, 1 year*) has been a Unitarian Universalist since 2013 when he started attending the First Unitarian Church of Dallas. Born and raised in India as a Roman Catholic, Nesan found a new source of spiritual happiness at UU, and a faith that was more aligned to his spiritual and social values. Nesan and his wife, K.C., along with their two kids (Rohan, now aged 9, and Rekha, now aged 6) moved back to Austin in 2014. It did not take long for Nesan to find his spiritual home at the First UU of Austin. Largely a shadow in the hallways during the early years attending the church, Nesan got more engaged in church related activities when he got the opportunity to serve on the Board of Trustees in 2019. His involvement with the Board, especially during the pandemic and the ongoing interim period continues to provide deep meaning to his daily life.

On Sundays, he can be seen attending Sunday Service, enjoying the music and the company of the UU community along with his kids both during and after the service.

Nesan works for Charles Schwab as the Director and leader of the Technology Strategy and Change team. Aside from spending time with his family as much as he can, Nesan enjoys watching soccer and supporting his favorite team - the Arsenal Football Club - in the English Premier League, playing the occasional round of golf, and practicing drums as an aspiring amateur.

Nesan is looking forward to being part of the Nominating Committee and continuing to serve the church.



**Leo Collas** (he/him) (*Nominating Committee, Board Appointed, 1 year*) became a member of First UU in 2003. He has worked as a financial advisor, corporate controller, and as a systems security analyst. Leo serves on the TXUUJM Advisory Council, is on the boards of several Austin non-profits, and co-moderates the monthly LGBTQ Community Heart Circle here at First UU. Leo was raised in his family's restaurant business in Colorado and also in Hawaii. He moved to Austin in 1993.