

**First Unitarian Universalist Church of Austin
Board of Trustees Meeting
Agenda of Meeting
Tuesday November 17, 2009, 6:30 P.M.**

I.	Call to Order	Nell Newton	5 minutes	6:30
II.	Adopt Agenda	All	5 minutes	6:35
III.	Reading	Rev. Janet Newman	5 minutes	6:40
IV.	Visitors Forum		10 minutes	6:45
V.	Consent Agenda Items (& Relevant Discussion)		10 Minutes	6:55
	A. New Members/Resignations			
	B. October Meeting Minutes (page 2)			
	C. Reports:			
	i. Interim Minister: Janet Newman (will be sent later)			
	ii. Executive Director: Sean Hale (page 9)			
	iii. Director of Religious Education: Lara Douglass (page 12)			
	iv. Director of Music Programs: Brent Baldwin (page 15)			
	v. Treasurer: Luther Elmore (page 16 – also see Finance Committee Reports page 35)			
	vi. Bridge Builders Action Plan Update: Margaret Borden (page 50)			
	vii. BB A-Team Report: Chris Jimmerson/Brendan Sterne (page 29)			
VI.	Discussion and Action Items			
	A. Stewardship Update (page 30)	Bill Edwards	10 Minutes	7:05
	B. 2010 Budget Discussion	Eric Stimmel	30 Minutes	7:15
	C. Congregational Meeting Planning	Nell Newton	20 Minutes	7:45
			Break and Snacks	15 Minutes 8:05
	D. Contract Signing Proposal	Luther Elmore	10 Minutes	8:20
	E. DRE and DOM Reporting (page 31)	Janet Newman	10 Minutes	8:30
	F. Board Covenant (page 32)	Janet Newman	45 Minutes	8:40
VII.	Adjourn			9:25

**First Unitarian Universalist Church of Austin, Board of Trustees Meeting Minutes
Tuesday, October 20, 2009 at 6:30 p.m.
First UU Church of Austin, 4700 Grover, Austin, TX 78756 in the Gallery**

In Attendance:

Trustees: Nell Newton, President; Eric Stimmel, Vice-President; Luther Elmore, Treasurer; Chris Jimmerson, Secretary; Sheila Gladstone, Immediate Past President; Margaret Borden; Derek Howard; Jeff Hutchens; Aaron Osmer, Youth Trustee; Brendan Sterne; Michael West; Laura Wood.

Executive Team: Janet Newman, Interim Minister; Sean Hale, Executive Director

Staff: Brent Baldwin, Director of Music, Lara Douglas, Director of Religious Education

Visitors Present: Bill Edwards, Chair of Stewardship Committee; Jacob Williamson, Chair of Membership Committee; Stephan Windsor, Chair of Finance Committee

Call to Order

The President called the meeting to order at 6:35 p.m.

Adoption of Agenda

Motion: Margaret Borden – adopt the agenda (Appendix A).

Second: Luther Elmore

Discussion: None

Vote: All Affirmative

Reading and Lighting of the Chalice

The Interim Minister read the opening words and the President lit the chalice.

Visitor’s Forum

There were no visitors other than those scheduled to present for an agenda item later in the meeting.

Consent Agenda Items

Minutes from the Prior Meeting: The Trustees had reviewed the minutes from the September 2009 meeting prior to this meeting (Appendix B).

New Members and Resignations: The Secretary reported that the following had become new members since the last meeting: Rebecca Frazier-Smith, Chris Smith, Susan Stolar, Erik Mackdanz, Merlyn Dyches-Bessent, Stephanie Larsen, Juliette Owens, Stephen Owens, Daesene Willmann.

Reports: The Trustees had reviewed the consent agenda items prior to the meeting. These included:

Interim Minister: Appendix C
 Executive Director: Appendix D
 Director of Religious Education: Appendix E
 Treasurer: Appendix O
 Internal Audit Committee: Appendix F

The Interim Minister reported that she would be giving a sermon on loss on the next Sunday, including loss that church members may still be feeling over the dismissal of the Settled Minister and asked for the Board of Trustees's support in raising this potentially emotional issue.

A Trustee reported that the church had been paid \$175 for the old phone system hardware by a wholesaler. The Treasurer noted that the church is projecting a loss of near what had been budgeted for the year and the members present discussed that the contingency options developed earlier in the year could be reexamined should cash flow become threatened. The Treasurer also noted that plate collections were down around \$10,000 compared to the prior year though whether this could be attributed to a decrease in the number of people attending or to other reasons was unclear.

The Bridge Builders Action Team reported that they were still working to clarify responsibilities for some of the items in the report. The Treasurer asked that the members present review the options for what the Internal Audit Committee might examine (on page 29 of the board materials) as this is a decision the board will eventually make.

Motion: Michael West – accept the Consent Agenda Item Reports.
Second: Chris Jimmerson
Discussion: None
Vote: All Affirmative

Discussion and Action Items

Policy Proposal on Contract Signing Authority: The Chairperson of the Finance Committee presented a proposed contract signing authority policy (Appendix G) that closely mirrored current check signing authority and noted that currently there is no definition or limit on who can contractually obligate the church. He noted that the Executive Director (ED) would be presenting an alternative policy proposal on contract signing authority and the differences between the two essentially came down to how far and how quickly the Board of Trustees (BoT) wanted to move toward policy governance (PG).

The ED presented the alternative proposal allowing the Executive to sign contracts that fall within budgeted expenses with some limitations depending upon length of the contract (Appendix P) and answered several questions regarding it. The trustees discussed the following:

- There are some practical issues regarding requiring a BoT level signature on relatively small contracts that fall within already approved budget parameters.
- It was noted that the minister would not sign contracts.
- The ED's proposal seemed to be in the spirit of where the church is moving with PG.
- How would the policy be monitored? Through monthly reporting and if so at what level?
- Perhaps the single signature authority in the Finance Committee proposal could be raised to a higher dollar level as a potential compromise.
- How many contracts are signed each year? The ED answered that there have been very few.

- A Trustee noted that contractual authority for the ED may be needed to administer his budget.
- The Treasurer suggested that perhaps the ED and Finance Committee could get together before the November BoT meeting and draft a new version that combines and compromises between the two.

Motion: Michael West – Adopt the proposal from the Finance Committee for now and ask the Finance Committee and then ED to bring back a combined version at the November meeting.

Second: Derek Howard

Discussion: There was no further discussion.

Vote: All Affirmative

Overview of the UUA Recommended Policy for Funding Staff Medical Insurance: The Chairperson of the Finance Committee gave an overview of the UUA recommended policy versus current church policy (Appendix H). The UUA recommends paying 80% of the costs of medical insurance policy for the employee and 50% for their dependent children. Current church policy is 100% for the employee and none for their children. Changing would mean very little in costs to the church. The Finance Committee is recommending that the BoT consider voting on making this change at their next meeting.

Membership Committee Bylaws Change Proposal: The Chairperson of the Membership Committee gave an overview of changes to the bylaws that the committee was recommending (Appendix I). He noted that the committee had been tasked with clarifying membership requirements and developing a new member orientation class. The recommended changes to the bylaws included adding a requirement to attend the new member orientation and adding language requiring that the contribution of record be “generous within the member’s means” (to avoid the mindset of contributing \$1 to maintain membership).

He noted that the committee had engaged in long discussions over whether the new member orientation should a requirement or strongly encouraged and that there was not unanimous agreement but that there was ultimately consensus around the need to address engagement of new members.

He also noted that the committee would take responsibility for administering and tracking of the orientation, that the classes would be offered at least quarterly and that current church members would not be required to attend.

The Trustees discussed the following:

- A Trustee asked how much this would effect youth membership and the committee Chariperson answered that it would not effect it.
- The classed would be 2 sessions of 1.5 to 2 hours each.
- The Interim Minister had worked with only one church that had required a new member class but had not really implemented the requirement.
- There were some concerns expressed around whether the class a required would make it harder to join and become a member, which would indicate a preference for using the phrase “strongly encouraged” rather than making it a requirement.
- Some concerns over the practical logistics of tracking such a membership requirement and making sure that this did not fall to staff were also expressed.
- A Trustee noted that language such as “strongly encouraged” and “generous contribution” are not specific enough requirements to be placed into the bylaws and

might better work within the context of the covenants that were being developed within the church. A “new member covenant” might address these issues.

The Trustees were in consensus that adding a new member covenant that would address these and other issues would be an exciting means to implement the new member class and raise contribution expectations and new member engagement.

The President asked that the Membership Committee revise the recommended bylaws changes to require the signing of such a covenant and then work with the Interim Minister and those she is assembling to develop covenants to put language around contribution expectations and participation in the new member orientation into the covenant.

Stewardship Committee Update: The Chairperson of the Stewardship Committee gave an update on the Fall Canvass (See Appendix R for details). As of the date of the meeting, 147 pledges totaling \$320,000 of the \$650,000 goal had been made. The Trustees and Chairperson of the Stewardship Committee discussed the following:

- Stewardship does not yet have a final projection for the canvass.
- The canvassers have encountered a number of persons who were unhappy over the dismissal of Davidson Loehr and faced a backlash over this. Eight people have refused any pledge and others who pledged last time have not returned phone calls and email messages.
- The Interim Minister would like to meet with any canvassers who encountered anger and hostility.
- Several Trustees noted that if the Team Leaders could come up with estimates of the number of times this happened that it would be useful information to have.
- Having the pledge table set up in the gallery has gone well.

The Board of Trustees’ meeting was adjourned for a break and for the Trustees to place their comments on the timeline outside the sanctuary.

Proposed Changes to the Bylaws and FAMP: The Treasurer presented proposed changes to the Financial Assets Management Policy and to the bylaws regarding it (Appendix J), the first of which were grammatical and clarification revisions to the FAMP. The bylaws changes and corresponding revisions to the FAMP were more substantive and would bring the voting requirements on the FAMP and the Memorial Saving Fund in line with the bylaws rather than requiring two votes at to consecutive, regularly scheduled congregational meetings. Besides bringing the FAMP into compliance with the bylaws, the changes would also act to make it easier for the congregation to react and take action should a financial crisis occur.

During discussion, it was discovered that a few other changes to the FAMP and a Policy and Procedure on the Memorial Savings Fund would need to be made for consistency and Trustees recommended that a ‘redline’ version of the grammatical and clarification revisions to the FAMP be brought to the congregation to make it easier to see that these were relatively minor changes. The Treasurer agreed to work with the Finance Committee to make these revisions and to bring them to the Executive Committee for placement on the agenda at the Congregational meeting.

Personnel Policy: The ED and Chair of the Human Resources Committee had met on the policy and presented the revised version of the personnel policy (Appendix K). The Trustees discussed the following:

- The policy details what the Executive Team may not do, so you would not have a situation where for example an executive could be mistreating staff but being judged as complying with policy because the church was doing well overall.
- Such a policy makes it vital that the board monitor reports. There is a danger in becoming complacent and not monitoring the Executive Team.
- A Trustee expressed reservations that since some of the staff will still be reporting to the board during the interim period, the Executive Team would be making decisions for that staff even though there is not a direct reporting line. The Executive Team responded that this was on the program side and that these folks are already functioning well and as a team, with the Interim Minister ultimately responsible.
- A Trustee asked that reports for monitoring be not just when an exception to the policy occurs but include progress also.

Motion: Chris Jimmerson – approve the policy as presented.
Second: Margaret Borden
Discussion: There was no further discussion
Vote: Affirmative – 8, Negative – 1, Abstain – 1 (Laura Wood)

Policy Establishing Executive Team: (Included as part of Appendix K above). The Trustees had reviewed this policy revision.

Motion: Derek Howard – Approve the policy change as presented.
Second: Margaret Borden
Discussion: There was no further discussion
Vote: Affirmative – 8, Negative – 0, Abstain – 2 (Laura Wood and Luther Elmore)

Executive Committee Request for Authority to Establish Agenda and Determine Mailing Items for Congregational Meeting: The President noted that The Executive Committee will meet again in time to meet the calendar requirements for notice and such of the Congregational Meeting but that the next full board meeting would be too late and thus asked for the above authority for the Executive Committee.

Motion: Margaret Border – Authorize the Executive Committee to establish the agenda and determine mailing items for the congregational meeting
Second: Jeff Hutchens
Discussion: There was no further discussion
Vote: All Affirmative

Board Internal Covenant and Covenant with Minister: The Interim Minister presented two examples of covenants (Appendix L) and described the process of developing them, as well as work she had been doing with groups within the church to develop their covenants. She asked for volunteers who would like to help develop such covenants for the BoT and congregation.

Discussion of Proposals to Prepare for the Joint Board and Finance Committee Budget Meeting:
 The ED presented several proposals (Appendix M), which included:

1. Increasing the budgeted contributions to \$50,000
2. Increasing rental income to \$60,000
3. Funding all office staff positions at UUA midpoint
4. Increasing ED professional expenses
5. Matching rental expenses to rental income by investing 30% of gross rental income in the program support budget

Trustees expressed several concerns around proposal 5 and logistics involving implementing it. This was counterbalanced by the recognition that the ED and staff need to be able to manage increased rentals and or decreases in rentals as they occur (they are often unpredictable).

Motion: Aaron Osmer – Extend the meeting by 15 minutes to allow discussion to continue
Second: Luther Elmore
Discussion: None
Vote: Affirmative – 8, Negative – 0, Abstain – 1 (Laura Wood) (One Trustee had had to leave the meeting)

The ED explained that eventually he would like to implement a new system for setting staff salaries based upon a range of issues. The Trustees discussed the remaining budget proposals; however, there was not consensus involving several of them, so the President recommended that the ED develop them and/or their rationale further and bring them to the joint board and finance committee meeting.

Motion: Margaret Borden – Extend the meeting by another 15 minutes
Second: Aaron Osmer
Discussion: None
Vote: Affirmative – 7, Negative – 1, Abstain – 1 (Laura Wood)

The Interim Minister offered that discussion and/or action on disability insurance and Director of RE and Director of Music reporting could be postponed until the November meeting.

Bridge Builders (BB) Implementation Consultant: Funding Mechanism: The Secretary presented a proposal for funding the costs associated with the above from the Long-Range Fund rather than the operating budget. The BB Action Team and the members of the Executive Committee (EC) that had been at the last EC meeting had discussed the proposal as potentially a more fitting way to engage a consultant (Appendix Q). The Interim Minister passed around a copy of the current mission. The Secretary stressed that the work on values/mission/vision and policy governance (PG) were vital to the church and had been called for by the congregation in the BB Action Plan. The Trustees discussed the following:

- Question -- is there a defined use for the Long-Range Fund? Response -- its description was vague and included in a preamble in the FAMP but that it was never defined specifically as were some of the other church funds.
- Question -- could a consultant work with the church to revise the current mission and thereby save money? Response – the process of defining mission/vision/values is often said to be more important than the actual statements that are the end result and therefore, especially given how long it has been since the church looked at its mission, there is a need to start “from the ground up”. Also, part of the consultant’s work would be helping the church with PG and we do not have this expertise internally.
- There is \$10,000 currently in the budget draft for 2010 that would come out if we use this mechanism instead.
- The ED stated that the only description of the fund was in an introduction to the FAMP and described it as seed money for capital funds. He also noted that the FAMP requires the Board to review restricted funds annually and to reallocate those that are no longer active or for which their original purpose does not apply.

- A Trustee noted that the policy description of the Long Range Planning Committee fit well with this type of activity and that the fund's intent is likely tied to that of this committee. Another Trustee noted that this seemed an appropriate use of the fund as this planning is needed before any other long-range plans such as a capital expansion could be considered.
- The President noted that work on values/mission/vision should not be put off another year.

Motion: Margaret Borden -- authorize an expenditure of up to \$15,000 from the Long-Range Fund to fund the costs of a consultant and related costs for one year to help the church implement the mission/vision/values and policy governance aspects of the BB Action Plan

Second: Brendan Sterne

Discussion: There was no further discussion

Vote: Affirmative – 5, Negative – 2, Abstain 2 (Laura Wood and Aaron Osmer)

Rental Rate Adjustment and Wording Clarification: The Trustees had reviewed this proposal prior to the meeting (Appendix N).

Motion: Chris Jimmerson – approve the proposal policy revision as presented.

Second: Brendan Sterne

Discussion: There was no further discussion

Vote: All Affirmative

Adjourn

With no further business, the President adjourned the meeting at 10 P.M.

Executive Director's Report to FUUCA Board of Trustees October 17 – November 12, 2009

I continue to observe many positive changes in the church culture. Although plenty of work remains, we have a gradual increase in trust of leadership and comfort with change. These are very important elements as we work to become the kind of church we want to be.

Although anxiety in the office itself has gone down in the last few weeks, I've observed an significant increase in anxiety in the church system as a whole. Even positive change can produce anxiety, and that has certainly caused some of this. However, several church groups seem to be experiencing challenging transitions which certainly increase anxiety for them and others.

In response, my staff and I have changed gears slightly. This means decreasing attention to cleanup and reform while increasing attention to customer service. We want to have a non-anxious presence overall and take a little extra time right now to help groups and individuals.

Office & Staff

- Weekday Volunteers – Ann Edwards, Nancy Groblewski, Kathryn Govier, and Mary Jane Ford continue helping us regularly during the week as well. We're very grateful for their help. Other individuals continue to play important volunteer roles as well outside of the office.
- Sunday Volunteers – Barbara Denny has been organizing our Sunday Volunteers, who have now transitioned over to the mailroom. Although the number of volunteers has dwindled, she would really like to see it continue (so would I). So, she has renewed her search for volunteers. If she can get enough dependable people to commit for the long-term, we'll look into getting a phone in the mailroom so callers on Sunday morning can talk to a live person.
- Linda Taylor to Ministry – Linda Taylor has begun reporting directly to Janet Newman instead of me. We made this change in reporting and authority structure because the nature of her job, mostly the order of service and bulletin, is more ministerial than administrative. Janet, Linda, and I discussed this situation and agreed that this change will serve everyone better.
- Staff Evaluations – the first week in November, the office staff received their first, full evaluations from me. To the best of my knowledge, this is also the first time evaluations have been done for many years. Everything went well. Fortunately, we have a focused, hard-working office team.
- Rentals – For her first 8 months on staff, Natalie likely spent more than 80% of her time on facilities usage (in-house and rentals). Although this focus increased our revenue, the life of the church and many related services suffered as a consequence. As part of our effort to restore balance to Natalie's duties, and better support church programs and activities, we've begun adjusting priorities. One new priority: we won't try to squeeze in every possible renter at every possible time. As the number of vacant rooms at any given time decreases, the work increases to squeeze in new renters because of the juggling

involved. Because of the diminishing return on time investment, and because we have limited staff hours, we are going to reduce our juggling act to focus that time elsewhere.

- New Kitchen Manager – Cyndi Stein is stepping back from kitchen duties. Fortunately, she found and recruited Andy Adolfsen to take her place as kitchen manager (2 hours per week) and supporting Senior Lunch (2 hours per month). Andy brings many years of experience in restaurant kitchens to the job.

Finances & Data

- COMS Data – Joseph Hunt continues to play a key role in stewardship and bookkeeping support. Nancy Groblewski has begun lending a hand with COMS, and Joseph has begun training her on the financial parts of it (she's already familiar with the non-financial parts).
- Bank Statement Reconciliation and Balancing – We're up to date! Sandra hustled to get all the data into the system and we reconciled the October bank statement on November 9, before the finance committee meeting. Our goal is to routinely reconcile the checking account statement the Friday before each FC meeting. (All told, the sum of adjustments I entered into the system is \$5,808.)
- Data Systems Review – David Matthis and I have begun looking seriously at three potential new systems. In the coming weeks we will dig deep into their strengths, weaknesses, and costs.
- Sunday Money Counting – keeping the office closed on Sundays required us to rethink how we count the plate collection. Now Ron Phares will let the counters from first service into the office and Luther Elmore will do the same for second service.
- Thanking Canvassers – Janet and I have placed thank you calls to the bulk of our canvassers, just to let them know how much staff appreciates their hard work.
- Financial Management in Difficult Times Workshop – on October 29, Janet, Brian Miller, and I attended this workshop provided, for free, by Greenlights. It provided some good ideas that we might employ in the future to improve our overall financial management.
- Board Fundraising Workshop – I attended this free Greenlights workshop on November 3rd. It had some excellent techniques and strategies that I may attempt to implement in coming years.

Facility & Hardware

- The Mailroom (Room 8B) – we have completed the bulk of the transition into the mailroom. Linda Taylor and our Sunday volunteers held down the fort for the first few Sundays that we had the office closed. However, November 1 was Linda's last paid Sunday in the mailroom as it appears that we've wrapped up the most important parts of the work. Still pending: Monty Newton has volunteered to build us a new piece of furniture to improve storage in the room.
- The Xerox copier – more than twenty people have received training so far. So far, this has run smoothly. More and more members have become aware of this machine's great potential to save us money (e.g., printing and binding the Connections Fair booklet in house).

- The Big Loud Speakers (formerly stored in Howson Hall) – the Loud Speaker Task Force, chaired by Tom Martin, plans to meet soon to keep the ball rolling.
- Termites – those pesky termites just won't go away. Natalie had Orkin come out for a third treatment with the biggest guns. The Orkin folks are stumped, but hope that this most recent round does the trick.
- Sanctuary Garden – Elizabeth Gray, Paige Hill, and David Matthis will do some serious work this month on the Sanctuary Garden.
- Folding Walls – John Payne has arranged for the installation of new folding walls in the Gallery and room 13.

Other

- Vacation – I will take a trip with my family to Costa Rica from January 31 to February 9.
- Disruptive behavior – off and on over this year, an individual has been disruptive in RE. Dealing with this behavior has absorbed dozens of RE staff and volunteer hours. Containing it has also begun to involve time from Nell, other lay leaders, and me.
- Davidson's books – recycling of his books continues apace. The bookstore has more than 700 of them. So far they've sold 30.
- Streaming Video – the media team is looking at developing streaming video capacity, which I understand to mean that our Sunday services could get broadcasted live over the internet. John Franks has been working on this initiative.

No Update this month

- Butterfly Memorial
- Keys & Alarms
- Cry Room Repair
- Security Task Force
- Room Reservation Software
- Financial Reports & Fund Accounting
- Credit Card Bounces
- Uncollected 2009 pledges
- Webteam

Respectfully submitted by Sean Hale. November 12, 2009.

DRE Board Report for OCTOBER 2009

**Lara Douglass, Director of Religious Education
First Unitarian Universalist Church of Austin**

Religious Education Events in October

The children's annual Halloween and El Día de los Muertos party was held on Saturday, October 24. Approximately 40 kids and 20 adults attended the party. The group enjoyed a hotdog dinner before getting into the fun of the party. Middle school did an outstanding job preparing the haunted hallway, with the help of middle school parents, Catherine Reynolds, Sharon Shackelford, and Monty Newton. Nancy Grobleski was the returning MC for the costume catwalk and Lissa Anderson reprised her role as Madame Faux Née. Née. The Young adult group was very helpful.

David Jones returned to our church and presented an intensive workshop on October 23 and Oct6. 24. There were approximately 30 people attending this in depth discussion of family/church system's theory.

Children's Programming:

The Fall Curricula continues.

PRE-K Class

Story Time; A Literature-Based Curriculum for Preschool. By: Mary Jerse Schwartz

Grades K-2

The Life and Teachings of Jesus. By Donna Wheelock and Judith Hoehler. Adapted and updated by Adriana DeLaRosa

Grades 3-5

Jesus and His Kingdom of Equals. By Cheryl Gibbs Binkley and Jane Mitchell McKeel

MIDDLE SCHOOL

Neighboring Faiths Religion with Junior High Youth. By Christine Reed and Patricica Hoertdoerfer

The Middle School and High School youth are continuing to meet on Sunday at 11:30am for Religious Education classes.

Ron Phares continues to lead the Sunday morning High School Class and Scott Butki continues as the YRUU advisor on Sunday afternoons.

Adult Religious Education (ARE): Adult RE included the following classes:

- Mind & Meaning Book Club
- Sunday Morning Book Club
- Spiritual Exploration & Philosophical Inquiry
- Voyagers Discussion & Moveable Feast

DRE Board Report for OCTOBER 2009

**Lara Douglass, Director of Religious Education
First Unitarian Universalist Church of Austin**

Tai Chi
Yoga
Even Song
Covenant Groups

The next meeting of the Adult RE Committee will be held on Thursday night, Nov. 12.

Director Of Religious Education Meetings Update

- 6 Management Team Meeting
- 7 RE Assistant's Meeting
- 13 Management Team Meeting
- 15 DRE Cluster Meeting in San Antonio
- 16 Spiritual Movie Night
- 20 Management Team Meeting
- 21 RE Assistant's Team Meeting
- 22-24 LREAD Conference in Providence, RI
- 27 Management Team Meeting
- 28 RE Assistant's Meeting

LREADA Conference Notes

I attended the annual conference this year. The keynote speakers' were Peter Steinke and Rev. Thandeka.

Rev. Steinke spoke of the concept of being a non-anxious presence for our churches and RE departments. Rev. Thandeka gave some hints and activities to keep our professional "Global Positioning Status" under control.

It was great to meet and talk with other DREs. I also had the opportunity for a longer visit with Andrea Lerner. She sends her regards.

Attendance Update:

These totals include Children's RE Programs, the Nursery, Middle School and High School attendance figures. Attached is the spreadsheet, which breaks down the attendance in a Sunday-by-Sunday, time by time format.

<u>Month</u>	<u>Attendees</u>
OCTOBER 09	353

Respectfully submitted by:

Lara Douglass
Director of Religious Education
First UU Church of Austin
October 30, 2009

October 2009 Attendance Summary

October Monthly Totals				October Weekly Totals ALL			
CLASS	9:45	11:30	TOT	DATE	9:45	11:30	TOT
Nursery	47	43	90	4-Oct	48	66	114
PRE-K	20	21	41	11-Oct	20	55	75
K-2	45	28	73	18-Oct	42	44	86
3rd - 5th	29	37	66	25-Oct	31	47	78
Middle School		49	49	Monthly Total			353
High School		9	9				
YRUU		25	25				
Choir	0	0	0				
TOT	141	212	353				

Breakdown by RE Class

Nursery	9:45	11:30	TOT	3-5 Grade	9:45	11:30	TOT
4-Oct	16	12	28	4-Oct	9	15	24
11-Oct	9	9	18	11-Oct	2	8	10
18-Oct	14	12	26	18-Oct	10	7	17
25-Oct	8	10	18	25-Oct	8	7	15

Pre-K	9:45	11:30	TOT	6-8 Grade		11:30	
4-Oct	7	7	14	4-Oct			15
11-Oct	3	5	8	11-Oct			13
18-Oct	7	1	8	18-Oct			12
25-Oct	3	8	11	25-Oct			9

K-2	9:45	11:30	TOT	High School	11:30	YRUU	TOT
4-Oct	16	8	24	4-Oct	5	4	9
11-Oct	6	9	15	11-Oct	3	8	11
18-Oct	11	6	17	18-Oct	0	6	6
25-Oct	12	5	17	25-Oct	1	7	8

Choir	1st	2nd	TOT
4-Oct		8	8
11-Oct	10	5	0
18-Oct		7	7
25-Oct			0

Report to the Board – Director of Music
11/17/09

Adult Choir

The FUUCA Adult choir has been keeping busy and maintaining good attendance. Recent musical offerings have included “Comfort Me” (from the UU Hymn Supplement) as part of the Dia de los Muertos service, and “Put a Little Love in Your Heart” in collaboration with the Children’s Choirs on November 8th. We will celebrate Thanksgiving and honor Janet McGaughey in song on November 22nd with Janet’s “Thanksgiving Meditation.” We will then ring in the holidays with Advent selections by Buxtehude and Vivaldi on December 6th, accompanied by strings and featuring soloists and choristers from the Texas Choral Consort.

Children's Choirs

The second Fall session for Children’s Choir is under way, and the program continues to be active and well attended. They recently collaborated with the Adult Choir on “Put a Little Love in Your Heart,” and are in preparations for December 13th’s holiday morning service and the RE Christmas Pageant on December 16th. We continue to work closely with RE and Worship in order to streamline our procedures, and to ensure that we don’t create any accidental conflicts. Parent coordinators Chris Heidel and Vicki Alstrum remain ever helpful in running the program smoothly.

Given the budget shortfall for next year, the program will once again be half-funded for 2010. I am concerned that a second year of half-funding will quickly become the established funding level for Children’s Choir for future years - with the expectation that fundraising cover the other half. Many sources will say that funding staff positions in this manner is ill-advised and ultimately unsustainable -- it is therefore my hope that we can do far better for this important church program in 2011.

Fundraiser

The Music Program-sponsored November 16th fundraiser with pianist **Tim Woolsey** will occur on Sunday, November 15th at 3:00pm. In the spirit of the Stewardship Drive, all proceeds will go toward helping us attain a balanced budget.

FUUCA’s Artists-in-Residence / special guests

FUUCA music program’s partnership with the Austin Chamber Music Center yielded another impressive showing by their Artistic Director Michelle Schumann, who played for services on November 8th. The primary concerts for their 2009-2010 season occur at the church, with half-price tickets available to our membership.

Singer-songwriter Bob Livingston shared his music on Nov 1st, which helped to bring about one of our better-attended Sundays we’ve seen in a while. Soprano soloist Gitanjali Mathur (from the Grammy-nominated *Conspirare*) will be singing for services on November 15th, alongside members of the Central Texas Viola Society. Special music for December 6th’s services will feature guest string players from the Austin Symphony.

UU Musical Outreach

The First UU Adult Choir will be singing for the North Central Caregivers Concert on December 4th. While NCC is one of the organizations supported by our church, FUUCA turnout for this concert -- their biggest fundraiser of the year -- has been historically low. Please help reverse the trend and plan to attend!

Respectfully submitted,
Brent Baldwin

**FIRST UU CHURCH – AUSTIN, TEXAS
TREASURER’S REPORT
OCTOBER 31, 2009**

Income and Expenditures:

Total income for the month of October was \$55,316.68 (after \$7,116.22 rental income adjustment) and total expenses were \$42,479.95. Pledge collections for the month totaled \$39,826.89. Sunday plate collections totaled \$5,088.87. Total pledge income through October of this year (\$413,304.86) is more than this time of the year for all but one year since 1999. The only year in which more was received in pledge contributions through October was 2006 when \$414,898 was received. Rental income increased dramatically in October to \$8,656.38, more than doubling the average monthly income of \$3,725 through September.

Split the Plate Recipients for October:

Austin Safe Place (10-4-09): \$586.53

Unitarian Universalist UN Ghana Project (10-17-09): \$345.00

Endowment Accounts:

As of 10-31-09 the amount held in the four endowment funds was \$586,790.11, reflecting a loss for the month of \$9,159.54. In addition, the balance in the Hartford annuity is \$10,850.50.

Stewardship Campaign:

As of November 11 the Stewardship Campaign had received \$424,574 in pledges for 2010 from 256 pledging units. This compares to the end of October 2008 totals of 259 pledges totaling \$468,027.

Finance Committee:

The Finance Committee has recommended that the Board continue with the current procedure for contract signatures. By the Spring it is expected the procedures will be recommended to be amended.

Based on new pledge data and last week’s pre-Congregational meeting, the Finance Committee also drafted a new budget proposal for consideration by the Board at the November 15 Special Board Meeting.

Facilities Committee:

John Payne recommended and received approval for the church to finally replace the room dividers in the Gallery and in room 13. The total cost is \$7,050 and should be completed by the end of the year.

Membership Committee:

The Membership Committee mailed a letter to twenty-one inactive members who have not made a contribution of record within the last eighteen months. This is their normal procedure to try to contact inactive members and clean membership rolls. Those who do not respond or who express a desire to resign their membership will be removed from membership.

The Membership Committee is also drafting a Covenant Statement for new members to sign.

Luther Elmore, Treasurer

First Unitarian Universalist Church of Austin
Balance Sheet
As of October 31, 2009

11/13/09

	Oct 31, 09
ASSETS	
Current Assets	
Checking/Savings	
Credit Union Checking	16,739.56
Savings	
THCU Savings	4,016.40
Total Savings	4,016.40
Bank of America Checking	(11,666.12)
Total Checking/Savings	9,089.84
Accounts Receivable	
Accounts Receivable	(9.80)
Total Accounts Receivable	(9.80)
Other Current Assets	
Payroll Asset	(38.40)
Petty Cash Office	7.35
Petty Cash Kitchen	175.25
Due (To)/From Schwab Accts	
Due from LRF - Capital Campaign	
Due from LRF-Architects, fees	1,182.92
Due from LRF - Capital Campaign - Other	10,000.00
Total Due from LRF - Capital Campaign	11,182.92
LRF Equity	66,088.42
Due from Memorial/Endowment	57,402.52
Due (To)/From Schwab Accts - Other	46,139.15
Total Due (To)/From Schwab Accts	180,813.01
Total Other Current Assets	180,957.21
Total Current Assets	190,037.25
Fixed Assets	
Furniture and Fixtures	19,111.42
Organ	36,062.04
Church Building	
Old Building Cost	119,160.00
New Building Cost	553,072.75
Total Church Building	672,232.75
Accumulated Depr'n	(396,606.00)
Total Fixed Assets	330,800.21
TOTAL ASSETS	520,837.46

First Unitarian Universalist Church of Austin
Balance Sheet
As of October 31, 2009

11/13/09

	Oct 31, 09
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	5,457.96
Total Accounts Payable	5,457.96
Other Current Liabilities	
Key Deposits	10.00
Direct Deposit Liabilities	286.56
Rental Deposits	40.00
Payroll Liabilities	9,798.77
Total Other Current Liabilities	10,135.33
Total Current Liabilities	15,593.29
Total Liabilities	15,593.29
Equity	
Capital Campaign Donation	10,000.00
Transfer from M/E	2,596.78
Retained Earnings	68,380.74
BoT Designated LR Fund	66,088.42
Fund Balances	
Mid-Week Gathering	557.02
Religious Education Fund	
Camp UU Expenses	(95.45)
Other Income	918.67
Recycling Project	778.71
Camp UU - Hogwarts	5,179.35
Religious Education Fund - Other	3,086.13
Total Religious Education Fund	9,867.41
Adrienne & Miriam Murr Fund	1,160.10
Adult RE Fund	
Adult RE Owl	495.00
Facilities Rental	5,530.41
Distinguished Lecture Series	330.43
Adult RE Fund - Other	2,982.86
Total Adult RE Fund	9,338.70

First Unitarian Universalist Church of Austin
Balance Sheet
As of October 31, 2009

11/13/09

	Oct 31, 09
Bookstore Fund	2,560.06
Caring Fund	5,981.22
Denominational Affairs Fund	70.02
Facilities Emergency Fund	2,923.63
Flowers Fund	329.34
Green Sanctuary	1,586.55
Internet Ministries	2,797.67
Junior High Fund	3,707.72
Library Fund	350.59
Media Team	1,479.65
Paradox Players	26,169.58
Music Fund	
Children's Choir	3,637.52
Music Fund - Other	518.19
Total Music Fund	4,155.71
Senior High Fund	5,087.29
Social Action Fund	442.75
Voyager	211.39
YARN	208.24
Yew Grove Pagan Interfaith	155.04
Fund Balances - Other	50.00
Total Fund Balances	79,189.68
Opening Balance Equity	280,169.57
Net Income	(1,181.02)
Total Equity	505,244.17
TOTAL LIABILITIES & EQUITY	520,837.46

12:09 PM
11/13/09
Cash Basis

**First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual**

	<u>Jan - Oct 09</u>	<u>Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense			
Income			
Pledge Income			
Spring Canvass	49,889.00		
Pledge Income 2009	360,410.43	525,000.00	68.6%
Pledge Income 2008	5,542.50		
Credit Card Fees	(2,537.07)		
Total Pledge Income	<u>413,304.86</u>	<u>525,000.00</u>	<u>78.7%</u>
Contributions Income			
Unrestricted Contributions	31,935.77	60,000.00	53.2%
Restricted Contributions			
Split the Plate Rec'd	10,540.27		
Split the Plate Paid	(8,677.21)		
Restricted Contributions - Other	1,362.00		
Total Restricted Contributions	<u>3,225.06</u>		
Contributions Income - Other	491.69		
Total Contributions Income	<u>35,652.52</u>	<u>60,000.00</u>	<u>59.4%</u>
Transfer from ME Fund	12,984.10	15,581.00	83.3%
Transfer from Restricted	16,902.73	500.00	3,380.5%
Rental Income	47,828.54	35,000.00	136.7%
Special Event Income	210.23		
Paradox Players (net)	9,286.02	3,500.00	265.3%
Unrest. Invst Income			
Interest Income	57.68		
Total Unrest. Invst Income	<u>57.68</u>		
Misc Income			
Sunday Kitchen Donations	2,612.04	4,000.00	65.3%
HEB Scrip Income	(834.90)	1,500.00	(55.7)%
Misc Income - Other	4,238.10	1,400.00	302.7%
Total Misc Income	<u>6,015.24</u>	<u>6,900.00</u>	<u>87.2%</u>
Total Income	<u>542,241.92</u>	<u>646,481.00</u>	<u>83.9%</u>
Expense			
Reconciliation Discrepancies	5,818.20		

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11/13/09
Cash Basis

First Unitarian Universalist Church of Austin Profit & Loss Budget vs. Actual

	<u>Jan - Oct 09</u>	<u>Budget</u>	<u>% of Budget</u>
Interim Minister Package			
Moving Expenses - Interim	2,971.50		
Professional Expenses	706.14		
Total Interim Minister Package	<u>3,677.64</u>		
Ministry, Outreach, Pastoral Care			
Helping Hands	0.00	100.00	0.0%
Ministerial Consultants	3,953.94		
Settled Minister-Sal/Housing			
Salary	37,079.03	48,000.00	77.2%
Housing	20,142.12	27,000.00	74.6%
Total Settled Minister-Sal/Housing	<u>57,221.15</u>	75,000.00	76.3%
Settled Minister--Other			
Health Insurance	3,422.44	3,700.00	92.5%
Pension-UUA	658.33	7,500.00	8.8%
Disability Insurance	579.88	900.00	64.4%
Professional Expenses	0.00	14,000.00	0.0%
Total Settled Minister--Other	<u>4,660.65</u>	26,100.00	17.9%
Intern Minister			
Salary	9,600.00	14,031.00	68.4%
Payroll Tax	734.40	1,073.00	68.4%
Professional Expenses	0.00	300.00	0.0%
Health Insurance	3,738.21	5,497.00	68.0%
Moving Expense	0.00	1,000.00	0.0%
Total Intern Minister	<u>14,072.61</u>	21,901.00	64.3%
Minister Expenses	283.61		
Minister Sabbatical	(51.00)		
Other Ministers			
Pulpit Honoraria	5,750.00	1,000.00	575.0%
Total Other Ministers	<u>5,750.00</u>	1,000.00	575.0%
Advertising	2,762.87	2,500.00	110.5%
Social Action Committee I	2,065.95	2,000.00	103.3%
Austin Area Interreligious Min.	0.00	1,000.00	0.0%
Total Ministry, Outreach, Pastoral Care	<u>90,719.78</u>	129,601.00	70.0%

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11/13/09
Cash Basis

First Unitarian Universalist Church of Austin Profit & Loss Budget vs. Actual

	Jan - Oct 09	Budget	% of Budget
Worship Services			
Music Salaries			
Children's Choir Directors	4,200.00	5,000.00	84.0%
Music Salaries - Other	35,785.74	54,426.00	65.8%
Total Music Salaries	39,985.74	59,426.00	67.3%
Music P/R Taxes	3,058.98	4,546.00	67.3%
Pension-UUA	3,867.40	4,641.00	83.3%
Music Professional Expenses	537.51	1,000.00	53.8%
Medical Insurance	5,543.11	5,016.00	110.5%
Music Program Expenses	4,930.79	8,000.00	61.6%
Worship Supplies	122.98	150.00	82.0%
Total Worship Services	58,046.51	82,779.00	70.1%
Religious Educ. and Programs			
RE Teachers Wages	4,743.09	6,240.00	76.0%
Administrative Expense	0.00	550.00	0.0%
RE Assistant	31,743.55	34,644.00	91.6%
RE Salaries	31,076.20	46,900.00	66.3%
RE Payroll Taxes	4,543.55	6,716.00	67.7%
Pension-UUA	3,908.40	4,690.00	83.3%
Professional Expenses	1,283.74	2,500.00	51.3%
Nursery/Childcare Wages			
Nursery Supplies	338.43	100.00	338.4%
Nursery/Childcare Wages - Other	9,354.41	11,460.00	81.6%
Total Nursery/Childcare Wages	9,692.84	11,560.00	83.8%
Nursery/Childcare P/R Taxes	575.13	877.00	65.6%
Programs & Supplies			
Children Program Expenses	493.40	1,000.00	49.3%
Youth Program Expenses	372.09	1,000.00	37.2%
Adult Religious Education	1,383.45	500.00	276.7%
YRUU	0.00	500.00	0.0%
Total Programs & Supplies	2,248.94	3,000.00	75.0%
Religious Educ. and Programs - Other	8.64		
Total Religious Educ. and Programs	89,824.08	117,677.00	76.3%

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Cash Basis

First Unitarian Universalist Church of Austin Profit & Loss Budget vs. Actual

	Jan - Oct 09	Budget	% of Budget
General Operations			
Administrator's Salary	39,615.38	60,000.00	66.0%
Transfer Operations	0.00		
Wages (Office)	58,719.76	70,600.00	83.2%
Pension-UUA	2,110.95	7,830.00	27.0%
Payroll Taxes (Office)	6,801.44	9,991.00	68.1%
Professional Expenses	222.50	500.00	44.5%
Medical Insurance	15,755.75	18,245.00	86.4%
Worker's Comp Insurance	3,396.00	4,700.00	72.3%
Computer Expenses	3,522.65	7,500.00	47.0%
Computer/Equip Repair & Maint	185.16		
Newsletter	4,610.56	5,500.00	83.8%
Telephone	3,765.13	3,500.00	107.6%
Office Equip Lease	14,373.85	15,000.00	95.8%
Office Supplies	3,311.24	5,000.00	66.2%
Postage and Bulk Mail	2,784.34	4,500.00	61.9%
Miscellaneous Expense			
Safety Deposit Box Rental	50.00	50.00	100.0%
Other Fees/Dues	1,032.74	2,000.00	51.6%
Bank Fees	452.22	1,980.00	22.8%
Miscellaneous Expense - Other	613.78	1,470.00	41.8%
Total Miscellaneous Expense	2,148.74	5,500.00	39.1%
Total General Operations	161,323.45	218,366.00	73.9%
Facility and Grounds			
Security Program	4,648.97	5,549.00	83.8%
Janitorial Contract	14,335.00	15,000.00	95.6%
Event Team	12,890.91	15,000.00	85.9%
Pension-UUA	462.50	555.00	83.3%
P/R Taxes (Events Tm, Security)	1,010.17	1,572.00	64.3%
Custodial Benevolence	2,860.00	3,120.00	91.7%
Custodial Supplies	0.00	550.00	0.0%
Building Maint/Repairs			
House Repairs	8,011.66	30,000.00	26.7%
Grounds	7,667.02	5,000.00	153.3%
Building Maint/Repairs - Other	43.19		
Total Building Maint/Repairs	15,721.87	35,000.00	44.9%

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11/13/09
Cash Basis

First Unitarian Universalist Church of Austin Profit & Loss Budget vs. Actual

	<u>Jan - Oct 09</u>	<u>Budget</u>	<u>% of Budget</u>
Utilities			
Utility Drainage Fee	2,385.60	2,863.00	83.3%
Electricity and Water	14,384.76	13,422.00	107.2%
Gas	1,067.70	1,415.00	75.5%
Utilities - Other	1,151.32	1,300.00	88.6%
Total Utilities	<u>18,989.38</u>	<u>19,000.00</u>	<u>99.9%</u>
Insurance	7,000.00	8,400.00	83.3%
Facility and Grounds - Other	60.00		
Total Facility and Grounds	<u>77,978.80</u>	<u>103,746.00</u>	<u>75.2%</u>
Denominational Affairs			
U.U.A. Dues	11,500.00	12,000.00	95.8%
S.W.U.U.C. Dues	6,718.19	11,000.00	61.1%
Other Programs			
Leadership school	0.00	500.00	0.0%
Partner Church	300.00	150.00	200.0%
Total Other Programs	<u>300.00</u>	<u>650.00</u>	<u>46.2%</u>
Total Denominational Affairs	<u>18,518.19</u>	<u>23,650.00</u>	<u>78.3%</u>
Memb. Support and Programs			
Fellowship	194.61	2,000.00	9.7%
Board/Council	394.70		
Pamphlets	0.00	200.00	0.0%
Sunday Kitchen Costs	2,644.73	5,000.00	52.9%
Canvass and Finance	3,122.24	4,500.00	69.4%
Media Committee	584.14	1,250.00	46.7%
Forum	0.00	500.00	0.0%
Membership Committee	1,053.76	1,000.00	105.4%
Memb. Support and Programs - Other	<u>289.20</u>		
Total Memb. Support and Programs	<u>8,283.38</u>	<u>14,450.00</u>	<u>57.3%</u>

12:09 PM
11/13/09
Cash Basis

**First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual**

	<u>Jan - Oct 09</u>	<u>Budget</u>	<u>% of Budget</u>
Payroll Expenses			
Payroll Expenses Other	0.00		
Payroll - Salary	24,819.52		
Payroll - Hourly	(4,589.23)		
Payroll Taxes	3,855.96		
Payroll Expenses - Other	5,146.66		
Total Payroll Expenses	<u>29,232.91</u>		
Total Expense	<u>543,422.94</u>	690,269.00	78.7%
Net Ordinary Income	<u>(1,181.02)</u>	<u>(43,788.00)</u>	2.7%
Net Income	<u><u>(1,181.02)</u></u>	<u><u>(43,788.00)</u></u>	<u><u>2.7%</u></u>

Fund Balances - Schwab Accounts As Of 10-31-09

Long Range Fund (LRF)

Schwab Account Balance	\$111,784.22
Due from MSF - Loss in LRF Fair Value	852.95
Due to Operating Fund--Held for Capital Campaign	(10,000.00)
Due to Operating Fund--Architects, Fees	(46,139.15)

LRF Balance	\$56,498.02
	=====

Murr Fund

Schwab Account Balance	\$35,055.98

Murr Fund Balance	\$35,055.98
	=====

**Memorial Savings Fund (MSF)
(Formerly Memorial Endowment)**

Schwab Account Balance	\$343,759.10
Due to LRF - Loss in LRF Fair Value+Interest, Dividends	(852.95)
Due to Operating Fund - Stock donations	(54,859.84)
Due to Operating Fund - Memorial Sculpture (1)	(16,097.64)

MSF Schwab Account Balance	\$271,948.67

Add Annuity Balance	
Hartford Ins. Annuity, formerly London Pacific	10,850.50

MSF Balance	\$282,799.17
	=====

Permanent Endowment Fund (PEF)

Schwab Account Balance	96,190.81
	=====

Total Value, 5 Funds	\$470,543.98
	=====

Change from last month	(\$9,122.88)
------------------------	--------------

Change from this time last year	\$26,869.90
---------------------------------	-------------

Footnote (1):

Contributions Received for Memorial Butterflies	\$5,100.00
Percentage of Cost of Sculpture	31.68%

FUUCA

PLEDGE INCOME

1999 to present	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
BUDGET	\$310,000	\$350,000	\$355,000	\$355,000	\$390,000	\$430,000	\$437,368	\$480,000	\$450,000	\$530,000	
MonthCollected											
January	\$25,046	\$47,751	\$38,522	\$28,685	\$29,641	\$33,993	\$43,232	\$46,540	\$22,909	\$53,384	\$38,528
% of year	8.33%	8.33%	8.33%	8.33%	8.33%	8.33%	8.33%	8.33%	8.33%	8.33%	8.33%
% of budget	8.08%	13.64%	10.85%	8.08%	7.60%	7.91%	9.88%	9.70%	5.09%	10.10%	7.34%
February	\$39,754	\$73,846	\$56,735	\$54,265	\$60,416	\$71,860	\$78,844	\$95,687	\$63,295	\$91,325	\$73,742
% of year	16.67%	16.67%	16.67%	16.67%	16.67%	16.67%	16.67%	16.67%	16.67%	16.67%	16.67%
% of budget	12.82%	21.10%	15.98%	15.29%	15.49%	16.71%	18.03%	19.94%	14.07%	17.20%	14.04%
March	\$78,720	\$108,071	\$89,902	\$89,208	\$89,028	\$105,592	\$128,300	\$145,372	\$104,250	\$140,146	\$123,373
% of year	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%
% of budget	25.39%	30.88%	25.32%	25.13%	22.83%	24.56%	29.33%	30.29%	23.17%	26.44%	23.50%
April	\$115,053	\$150,775	\$128,307	\$128,093	\$131,194	\$137,877	\$161,288	\$183,250	\$153,694	\$179,565	\$200,775
% of year	33.33%	33.33%	33.33%	33.33%	33.33%	33.33%	33.33%	33.33%	33.33%	33.33%	33.33%
% of budget	37.11%	43.08%	36.14%	36.08%	33.64%	32.06%	36.88%	38.18%	34.15%	33.88%	38.24%
May	\$132,222	\$181,298	\$165,059	\$151,360	\$165,861	\$169,320	\$198,313	\$224,980	\$192,022	\$210,628	\$237,974
% of year	41.67%	41.67%	41.67%	41.67%	41.67%	41.67%	41.67%	41.67%	41.67%	41.67%	41.67%
% of budget	42.65%	51.80%	46.50%	42.64%	42.53%	39.38%	45.34%	46.87%	42.67%	39.74%	45.33%
June	\$157,123	\$204,732	\$192,275	\$173,722	\$196,640	\$196,306	\$235,285	\$261,778	\$226,928	\$249,393	\$273,123
% of year	50.00%	50.00%	50.00%	50.00%	50.00%	50.00%	50.00%	50.00%	50.00%	50.00%	50.00%
% of budget	50.68%	58.49%	54.16%	48.94%	50.42%	45.65%	53.80%	54.50%	50.43%	47.10%	52.00%
July	\$175,519	\$226,490	\$218,376	\$203,761	\$223,155	\$221,874	\$269,968	\$294,974	\$260,330	\$283,449	\$302,103
% of year	58.33%	58.33%	58.33%	58.33%	58.33%	58.33%	58.33%	58.33%	58.33%	58.33%	58.33%
% of budget	56.62%	64.71%	61.51%	57.40%	57.22%	51.60%	61.73%	61.50%	57.85%	53.48%	57.50%
August	\$195,148	\$248,130	\$242,323	\$224,531	\$266,350	\$260,826	\$310,675	\$329,938	\$294,279	\$329,823	331,122
% of year	66.67%	66.67%	66.67%	66.67%	66.67%	66.67%	66.67%	66.67%	66.67%	66.67%	66.67%
% of budget	62.95%	70.89%	68.26%	63.25%	68.29%	60.66%	71.03%	68.74%	65.40%	62.23%	63.07%
September	\$216,387	\$289,417	\$272,522	\$249,957	\$290,168	\$294,452	\$349,719	\$365,330	\$332,405	371,039	\$373,478.00
% of year	75.00%	75.00%	75.00%	75.00%	75.00%	75.00%	75.00%	75.00%	75.00%	75.00%	75.00%
% of budget	69.80%	82.69%	76.77%	70.41%	74.40%	68.48%	79.96%	76.10%	73.87%	70.00%	71.14%
October	\$234,373	\$321,182	\$302,103	\$276,629	\$311,486	\$341,447	\$383,682	\$414,898	\$361,890	409,433	\$413,305
% of year	83.33%	83.33%	83.33%	83.33%	83.33%	83.33%	83.33%	83.33%	83.33%	83.33%	83.33%
% of budget	75.60%	91.77%	85.10%	77.92%	79.87%	79.41%	87.70%	86.44%	80.42%	77.25%	78.72%
November	\$256,345	\$338,947	\$329,705	\$307,203	\$340,864	\$374,639	\$410,313	\$446,710	\$394,175	\$444,912	
% of year	91.67%	91.67%	91.67%	91.67%	91.67%	91.67%	91.67%	91.67%	91.67%	91.67%	
% of budget	82.69%	96.84%	92.87%	86.54%	87.40%	87.13%	93.81%	93.10%	87.60%	83.95%	
December	\$279,732	\$361,972	\$367,711	\$342,584	\$371,787	\$422,460	\$468,866	\$502,453	\$430,683	\$489,319	
% of year	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
% of budget	90.24%	103.42%	103.58%	96.50%	95.33%	98.25%	107.20%	104.70%	95.71%	92.32%	

FUUCA

Contribution Income

Budget vs. Actual

1999 to present

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
BUDGET	\$20,000	\$18,000	\$18,000	\$32,800	\$53,000	\$60,000	\$50,000	\$55,500	\$62,178	\$65,000	\$60,000
Collected as of:											
January	\$1,145	\$1,461	\$2,188	\$4,795	\$4,793	\$5,611	\$3,062	\$7,506	\$4,092	\$5,661	\$4,851
% of year	8.33%	8.33%	8.33%	8.33%	8.33%	8.33%	8.33%	8.33%	8.33%	8.33%	8.33%
% of budget	5.72%	8.12%	12.16%	14.62%	9.04%	9.35%	6.12%	13.52%	6.58%	8.7%	8.09%
February	\$4,200	\$2,963	\$4,232	\$8,777	\$11,786	\$9,627	\$7,768	\$12,918	\$8,096	\$11,856	8,006
% of year	16.67%	16.67%	16.67%	16.67%	16.67%	16.67%	16.67%	16.67%	16.67%	16.67%	16.67%
% of budget	21.00%	16.46%	23.51%	26.76%	22.24%	16.04%	15.54%	23.54%	13.00%	18.20%	13.34%
March	\$5,703	\$4,120	\$5,995	\$14,425	\$15,965	\$14,265	\$12,476	\$18,217	\$11,404	\$16,579	\$10,059
% of year	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%
% of budget	28.52%	22.89%	33.31%	43.98%	30.12%	23.77%	24.95%	32.82%	18.34%	25.50%	16.76%
April	\$6,892	\$5,369	\$8,359	\$17,321	\$20,049	\$18,313	\$21,381	\$24,725	\$17,124	\$20,178	\$12,868
% of year	33.33%	33.33%	33.33%	33.33%	33.33%	33.33%	33.33%	33.33%	33.33%	33.33%	33.33%
% of budget	34.46%	29.83%	46.44%	52.81%	37.83%	30.52%	42.76%	44.55%	27.54%	31.04%	21.45%
May	\$7,909	\$7,074	\$13,058	\$21,561	\$24,542	\$23,006	\$25,608	\$29,323	\$21,423	\$23,284	\$15,707.25
% of year	41.67%	41.67%	41.67%	41.67%	41.67%	41.67%	41.67%	41.67%	41.67%	41.67%	41.67%
% of budget	39.55%	39.30%	72.54%	65.73%	46.31%	38.34%	51.22%	52.84%	34.45%	35.82%	26.18%
June	\$8,997	\$8,135	\$14,809	\$25,922	\$32,494	\$26,506	\$31,304	\$33,256	\$27,804	\$28,012	\$17,380
% of year	50.00%	50.00%	50.00%	50.00%	50.00%	50.00%	50.00%	50.00%	50.00%	50.00%	50.00%
% of budget	44.99%	45.19%	82.27%	79.03%	61.31%	44.18%	62.61%	59.92%	44.72%	43.10%	29.00%
July	\$10,019	\$9,325	\$16,795	\$28,809	\$34,233	\$28,910	\$33,756	\$38,142	\$32,714	\$31,588	\$21,858
% of year	58.33%	58.33%	58.33%	58.33%	58.33%	58.33%	58.33%	58.33%	58.33%	58.33%	58.33%
% of budget	50.09%	51.81%	93.31%	87.83%	64.59%	48.18%	67.51%	68.70%	52.61%	48.60%	36.40%
August	\$11,201	\$10,590	\$18,666	\$31,568	\$38,502	\$33,778	\$37,638	\$41,452	\$36,397	\$36,320	28,408
% of year	66.67%	66.67%	66.67%	66.67%	66.67%	66.67%	66.67%	66.67%	66.67%	66.67%	66.67%
% of budget	56.00%	58.83%	103.70%	96.24%	72.64%	56.30%	75.28%	74.69%	58.54%	55.88%	47.35%
September	\$12,582	\$11,915	\$21,394	\$39,649	\$45,614	\$38,362	\$45,788	\$45,579	\$42,958	41,015	\$30,564.00
% of year	75.00%	75.00%	75.00%	75.00%	75.00%	75.00%	75.00%	75.00%	75.00%	75.00%	75.00%
% of budget	62.91%	66.20%	118.86%	120.88%	86.06%	63.94%	91.58%	82.10%	69.09%	63.09%	50.94%
October	\$14,248	\$13,838	\$25,304	\$43,731	\$49,310	\$44,542	\$51,985	\$51,078	\$48,092	44,228	\$35,653
% of year	83.33%	83.33%	83.33%	83.33%	83.33%	83.33%	83.33%	83.33%	83.33%	83.33%	83.33%
% of budget	71.24%	76.88%	140.58%	133.33%	93.04%	74.24%	104.00%	92.03%	77.35%	68.80%	59.42%
November	\$15,740	\$20,634	\$28,629	\$48,386	\$54,111	\$49,926	\$59,880	\$53,395	\$52,510	\$49,401	
% of year	91.67%	91.67%	91.67%	91.67%	91.67%	91.67%	91.67%	91.67%	91.67%	91.67%	
% of budget	78.70%	114.63%	159.05%	147.52%	102.10%	83.21%	119.80%	96.20%	84.50%	76.77%	
December	\$17,128	\$23,860	\$35,477	\$55,899	\$66,415	\$56,053	\$66,698	\$64,349	\$63,497	56,492	
% of year	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
% of budget	85.64%	132.56%	197.10%	170.42%	125.31%	93.42%	133.40%	115.90%	102.12%	86.91%	

Bridge Builders Action Team (BBAT)

The BBAT is thrilled to report that we have chosen Joe Sullivan of Unity Consulting as our consultant for our values/mission/vision/ends work and our move toward policy governance. We spoke with candidates from across the country, as well as in-state and locally. Several were too high in terms of costs or ended up not having the level of expertise in policy governance that we believe is needed.

We ended up with two final candidates. Both were extremely qualified and received glowing references. Unity consulting submitted the best proposal both in terms of cost and in terms of fitting their proposal to our specific needs. Additionally, Joe Sullivan and Unity Consulting have more experience working with UU churches specifically and we felt that Joe having the Unity Team backing him up would be a potential advantage.

Joe lives outside of Houston and is the immediate past-president of the Southwest District of our UUA. During his tenure he guided the district board's transition into policy governance. As a consultant, Joe focuses on congregational vitality through renewal work on governance areas of covenant, mission, vision, planning and board development. Here are some of the churches he has worked with:

First UU San Antonio	Board Governance / Policy Governance Training
	AI Facilitator Training & all-church AI event to discern core values
First UU Houston	Board Policy Governance Training & Transition Planning
Bay Area UU Church	Board Governance / Policy Governance Training & Education/Transition Planning
Thomas Jefferson District of the UUA	Board Policy Governance Training & Vision/Ends discernment
Wildflower Church	AI Facilitator Training & all-church event to discern mission
	All-church AI event to explore Behavioral Covenant
Northwoods UU Church	AI Facilitator Training & all-church AI event to discern Values & Covenant
	AI Facilitator Training & all-church AI event to discern Mission & Vision
UU Fellowship of Waco	AI Facilitator Training & all-church AI event to explore covenant
	Board Governance Consultation
Greater New Orleans UU Network	Board Retreat – Mission/Vision discernment
	Board Retreat – Strategic Planning

Whereas the 2010 Canvass drive has obtained pledges whose dollar value have fallen short of the minimum amount required to fund our Church in 2010; and,

Whereas this Board passed unanimously a Resolution in July that the Board would present a Balanced Budget at the December Congregational Meeting; and,

Whereas the choice for funding Church activities in 2010 requires either a deficit budget, or greatly curtailed services to the Congregation; now therefore,

Be it resolved that the Board of Trustees rescinds the July Resolution that calls for a Balanced Budget in 2010; and,

The Board will:

- present to the Congregation a Deficit Budget for the year 2010; and,
- present to the Congregation that any shortfall of expenses over income will be financed from the Memorial Savings Fund; and,
- set a maximum amount to be withdrawn from the Memorial Savings Fund that will be reduced by pledges received over the \$400,000 amount of Pledge Income that is built into the 2010 Budget process.

Proposed Policy Regarding DoM and DRE Reporting

During the Church's ministerial transition period, projected for December 2008 through September 2011, the Director of Music (DoM) and Director of Religious Education (DRE) shall report directly to the Board. Although they are expected to collaborate and work collaboratively with the Interim Minister(s), the Interim Minister(s) will work with them as a colleague, not as a supervisor. Once the Church hires a new Settled Minister, this paragraph shall become null and void and the Director of Music and Director of Religious Education shall report directly to the Settled Minister.

Covenant Between All Souls Unitarian Universalist Church's Board of
Trustees,
its Committee on Ministry
and The Rev. Jeanne Lloyd, Minister
January 6, 2008

The act of covenanting with one another articulates our mutual commitment to our covenant and to full participation in the shared ministry of this congregation. As a gathered community, we therefore pledge to support this shared ministry.

We covenant with one another, realizing that:

- our shared Unitarian Universalist ministry is grounded in congregational polity, we will allow/follow the will of the congregation on all matters of significance
- the work of this congregation belongs to all of us, we pledge to serve as we are able, trusting that we will not be asked to give more than we can joyfully give
- our time together is a gift and so we pledge to support and respect each other's efforts, grateful for the talents we each bring to this congregation.
- we are all human and so we pledge to accept each other's shortcomings and value each other's strengths.

Specifically, the Board of Trustees, Minister, and Committee on Ministry will:

- Work together toward common goals, providing concrete support especially for those milestone events that are designed to accomplish our common goals
- Regularly evaluate our efforts at least once each year
- Give our best effort until we decide together to change our goals
- Take the time necessary to educate ourselves and develop new skills as needed to meet and lead the congregation towards its stated goals
- Take the time necessary, and in a timely fashion, to listen to one another respectfully
- Assume that we each have best intentions for the congregation, working hard together to find points of compromise
- Be careful to make sure that our meetings include major stakeholders
- Name disagreements with one another directly to one another, speaking the truth with love
- Support one another publicly, leaving disagreements to be expressed privately and directly to one another
- Hold confidential those items specifically named as "confidential"

- Work together to craft job descriptions for the minister and staff that are grounded in the shared ministry of this church
- Support the work of the Minister, Director of Religious Education, and Administrator by developing lay leadership and shared ministry such that the Minister, Director of Religious Education and Administrator can reasonably accomplish established goals
- Shift the minister's support role from specific committees to the Board of Trustees and the Committee on Ministry, with exceptions as needed
- Acknowledge that we are each called to fill different priorities in our lives and that our capacity to give of ourselves is not infinite. We will engage in open dialogue so that we may understand and respect those limitations.

The Board of Trustees, on behalf of the congregation, recognizes that it bears a responsibility for the minister's (and staff) material welfare and spiritual development. We, the Board, therefore pledge to build and nourish with the minister (and staff) a relationship of mutual support, mutual accountability, and shared celebration. We assume a primary role in developing lay leadership and engaging congregants in the work of the church (collectively, through committees, and other gatherings) as they and we endeavor to fulfill our mission in the world. Lastly, we assume primary responsibility for initiating stewardship practices that allow congregants full and ample opportunity to define and support the financial needs of the church.

PROPOSED COVENANT BETWEEN THE BOARD OF TRUSTEES AND THE INTERIM MINISTER

The Interim Minister: I promise to

Listen to you carefully, respectfully, and mindfully, for understanding;

Use the same care in speaking the truth;

Be open to and supportive of your leadership;

Encourage your self-care and respect your boundaries;

Be clear about confidentiality;

Speak directly about my own truth and encourage you to do the same.

The Board of Trustees: We promise to

Listen to you carefully, respectfully, and mindfully, for understanding;

Use the same care in speaking the truth;

Be open to and supportive of your leadership;

Encourage your self-care and respect your boundaries;

Be clear about confidentiality;

Speak directly about my own truth and encourage you to do the same.

Schwab Account	INVESTMENTS Name	Symbol	Date Acquired	Current # shares	per share Basis	Cost (incl. comm.)	31-Oct-09		30-Sep-09	
	Parnassus Equity Inc Fund Investor Sh	PRBLX		1,381.4840	\$ 23.43	32,368	\$ 31,056	9%	\$ 30,959	9%
3295-0559	iShares MSCI Emerg Mkt Index Fund	EEM	Dec'04	373.0000	\$ 22.27	8,305	\$ 14,014	4%	\$ 14,513	4%
Mem.	iShares Russell Midcap Index Fund	IWR	Dec'04	350.0000	\$ 79.53	27,837	\$ 26,184	8%	\$ 27,381	8%
Savings	iShares Tr Lehman Bond Fund	SHY	Feb '08	687.0000	\$ 83.59	57,430	\$ 57,722	17%	\$ 57,715	17%
Account	iShares Tr Lehman Bond Fund	TLT	Feb '08	152.1483	\$ 93.55	14,233	\$ 14,573	4%	\$ 14,965	4%
	iShares Tr Lehman TIPS Bond Fund	TIP	Dec'04	364.0000	\$ 106.21	38,659	\$ 37,860	11%	\$ 37,448	11%
	iShares Tr MSCI EAFE Index Fund	EFA	Dec04/Feb08	674.1278	\$ 60.65	40,887	\$ 35,931	10%	\$ 36,861	11%
	iShares Tr S&P Small Cap 600 Index Fund	IJR	Dec'04	580.0000	\$ 54.48	31,597	\$ 28,664	8%	\$ 30,357	9%
	Rydex ETF Trust S&P 500 Equal Wt Index Fund	RSP	Dec'04	1,678.0000	\$ -			0%		0%
	Exxon Mobil Corp.	XOM	Nov '08/Dec'08	15.0000	\$ -	1,044	\$ 1,075	0%	\$ 1,029	0%
	Johnson & Johnson	JNJ	Dec '08	85.0000	\$ -			0%		0%
	Schwab Value Advantage Money Fund	SWVXX			\$ 1.00		\$ 95,073	28%	\$ 95,072	27%
	CASH				\$ 1.00		\$ 1,602	0%	\$ 1,514	0%
MSF SUB-TOTAL						252,359	\$ 343,752	100%	\$ 347,815	100%

Mo. to Mo. % Change -1% 3%

Hartford Annuity

\$ 10,851 \$ 10,814

Mo. to Mo. % Change 0.34% 0.34%

Schwab Account	INVESTMENTS Name	Symbol	Date Acquired	Current # shares	per share Basis	Cost (incl. comm.)	31-Oct-09		30-Sep-09	
	Parnassus Equity Inc Fund Investor Sh	PRBLX		834.1680	\$ 23.43	\$ 19,545	\$ 18,752	17%	\$ 18,694	16%
3295-0560	iShares MSCI Emerg Mkt Index Fund	EEM	Feb '08	84.0000	\$ 43.79	\$ 3,678	\$ 3,156	3%	\$ 3,268	3%
Long	iShares Tr Lehman Bond Fund	SHY	Feb '08	109.0000	\$ 83.70	\$ 9,123	\$ 9,158	8%	\$ 9,157	8%
Range	ishares Tr Lehman Bond Fund	TLH	Feb '08	86.0000	\$ 108.76	\$ 9,242	\$ 9,546	9%	\$ 9,657	9%
Account	iShares Tr Lehman Bond Fund	TLT	Feb '08	100.0000	\$ 94.17	\$ 9,338	\$ 9,578	9%	\$ 9,866	9%
	iShares Tr MSCI EAFE Index Fund	EFA	Feb '08	225.0000	\$ 68.41	\$ 15,392	\$ 11,993	11%	\$ 12,303	11%
	iShares Tr S&P Small Cap 600 Index Fund	IJR	Feb '08	150.0000	\$ 61.12	\$ 9,167	\$ 7,413	7%	\$ 7,851	7%
	Mid Cap SPDR Trust	MDY	Feb '08	63.0000	\$ 144.18	\$ 9,083	\$ 7,536	7%	\$ 7,892	7%
	SPDR Trust Unit Ser 1, exp 1/22/2118	SPY	Feb '08	54.0000	\$ 133.53	\$ 7,211	\$ 5,592	5%	\$ 5,702	5%
	Schwab Value Advantage Money Fund	SWVXX			\$ 1.00		\$ 28,322	25%	\$ 28,321	25%
	CASH				\$ 1.00		\$ 739	1%	\$ 615	1%
LRF SUB-TOTAL						\$ 91,779	\$ 111,784	100%	\$ 113,327	100%

Mo. to Mo. % Change -1% 3%

Schwab Account	INVESTMENTS Name	Symbol	Date Acquired	Current # shares	per share Basis	Cost (incl. comm.)	31-Oct-09		30-Sep-09	
	ishares IBOXX \$ Investop Corp Bond Fund	LQD	Jun '04	110.3529	\$ 106.34	\$ 11,735	\$ 11,662	33%	\$ 11,720	33%
9125-2123	iShares Russell Midcap Index Fund	IWR	Jun '04	51.3535	\$ 74.06	\$ 3,803	\$ 3,842	11%	\$ 4,017	11%
Murr	iShares Tr Lehman Bond Fund	SHY	Jun '04	93.9469	\$ 81.81	\$ 7,686	\$ 7,893	23%	\$ 7,883	22%
Account	iShares Tr MSCI EAFE Index Fund	EFA	Jun '04	60.9389	\$ 49.54	\$ 3,019	\$ 3,248	9%	\$ 3,332	9%
	iShares Tr Russell 2000 Index Fund	IWM	Jun '04	61.5996	\$ 61.60	\$ 3,670	\$ 3,470	10%	\$ 3,711	10%
	Russell 3000 Value Index Fund	IWW	Jun '04	60.7341	\$ 76.88	\$ 4,669	\$ 4,261	12%	\$ 4,415	12%
	Schwab Investor Money Fund	SW2XX	Jun '09		\$ 1.00		\$ 685	2%	\$ 5,818	16%
	CASH				\$ 1.00		\$ (5)	0%	\$ (5,133)	-14%
MF SUB-TOTAL						\$ 34,582	\$ 35,056	100%	\$ 35,763	100%

Mo. to Mo. % Change -2% -1%

Schwab Account	INVESTMENTS Name	Symbol	Date Acquired	Current # shares	per share Basis	Cost (incl. comm.)	31-Oct-09		30-Sep-09	
3289-9947	iShares MSCI Emerg Mkt Index Fund	EEM	Dec '04 / Aug '09	430.0000	\$ 32.09	\$ 13,800	\$ 16,155	17%	\$ 16,731	17%
Perm.	iShares Russell Midcap Index Fund	IWR	Dec '04 / Aug '09	194.5949	\$ 77.24	\$ 15,031	\$ 14,558	15%	\$ 15,223	15%
Endow.	iShares Tr Lehman Bd Fund	SHY	Sep '08	120.0000	\$ 83.60	\$ 10,031		0%		0%
Account	iShares Tr Lehman Bd Fund	TLT	Sep '08	1.0189	\$ 103.41	\$ 105		0%		0%
	iShares Tr Lehman TIPS Bond Fund	TIP	Dec '04	140.0000	\$ 106.21	\$ 14,869		0%		0%
	iShares Tr MSCI EAFE Index Fund	EFA	Dec '04	294.3386	\$ 53.16	\$ 15,646	\$ 15,688	16%	\$ 16,094	16%
	iShares Tr S&P Small Cap 600 Index Fund	IJR	Dec '04 / Aug '09	293.7191	\$ 52.81	\$ 15,511	\$ 14,516	15%	\$ 15,373	15%
	Rydex ETF Trust S&P 500 Equal Wt Index Fund	RSP	Sep '08	585.0000	\$ 39.11	\$ 22,878		0%		0%
	SPDR Trust Unit SR 1	SPY	Feb '09	338.9025	\$ 78.82	\$ 26,713	\$ 35,097	36%	\$ 35,785	36%
	CASH				\$ 1.00	\$ 145	\$ 177	0%	\$ 5	0%
PEF SUB-TOTAL						\$ 134,730	\$ 96,191	100%	\$ 99,212	100%

Mo. to Mo. % Change -3% 5%

	<u>31-Oct-09</u>	<u>30-Sep-09</u>
TOTAL of 4 ACCOUNTS (and Annuity)	\$ 597,634	\$ 606,930

Change in Value \$ (9,296) \$ 16,557

Mo. to Mo. % Change -2% 3%

FUUCA ASSETS MATRIX

October 31, 2009

October 31, 2009 Church Funds	Operating	small restricted funds	Long Range	Memorial Savings	Murr Music	Permanent Endowment	Financial Inst. Accounts TOTAL
Tx Health Credit Union	34,840.66						34,840.66
Schwab Acct. 3295-0559 (Memorial Savings)	16,902.73 15,581.00 54,859.84 16,097.64 (5,100.00)	78,029.58	637.66	343,752.23 (78,029.58) (16,902.73) (15,581.00) (637.66) (54,859.84) (16,097.64) 5,100.00	small restricted funds transfer from small restricted funds annual transfer co-mingling stock donations butterfly memorial sale of butterflies		343,752.23
Hartford Annuity (Memorial Savings)				10,850.50			10,850.50
Schwab Acct. 3295-0560 (Long Range)	46,139.15	10,000.00	111,784.22 (10,000.00) (46,139.15)	capital campaign donation co-mingling architects fees			111,784.22
Schwab Acct. 9125-2123 (Murr Music)					35,055.98		35,055.98
Schwab Acct. 3289-9947 (Permanent Endowment)						96,190.81	96,190.81
Church Funds TOTAL	179,321.02	88,029.58	56,282.73	177,594.28	35,055.98	96,190.81	632,474.40

petty cash / other 144.20
Op. Fund Cash Balance 179,465.22 (Unrestricted)

	A	B	C	D	E	F	G	H	I
1	FUUCA OPERATING FUND INCOME & EXPENSE STATEMENT								
2									
3					Jan - Oct '09	Jan - Sep '09	Oct only	Budget	% of Budget
4	INCOME								
5				Pledge Income					
6				Spring Canvass	49,889.00	49,889.00	0.00		
7				Pledge Income 2009	360,410.43	314,551.09	45,859.34	525,000	68.65%
8				Pledge Income 2008	5,542.50	5,542.50	0.00		
9				Credit Card Fees	(2,537.07)	(2,072.38)	(464.69)		
10				Total Pledge Income	413,304.86	367,910.21	45,394.65	525,000	78.73%
11									
12									
13				Contributions Income			0.00		
14				Unrestricted Contributions	31,935.77	27,900.43	4,035.34	60,000	53.23%
15				Restricted Contributions			0.00		
16				Split the Plate Rec'd	10,540.27	8,677.21	1,863.06		
17				Split the Plate Paid	(8,677.21)	(7,722.08)	(955.13)		
18				Other	1,362.00	1,012.00	350.00	Uncategorized?	
19				Total Restricted Contributions	3,225.06	1,967.13	1,257.93		
20				Contributions Income - Other	491.69	696.09	(204.40)	Uncategorized?	
21				Total Contributions Income	35,652.52	30,563.65	5,088.87	60,000	59.42%
22									
23				Transfer from Memorial Savings Fund	12,984.10	11,685.69	1,298.41	15,581	83.33%
24				Transfer from other restricted funds	16,902.73	16,902.73	0.00	500	3,380.55%
25									
26				Rental Income	47,828.54	37,249.16	10,579.38	35,000	136.65%
27				rental expenses					
28				Special Event Income	210.23	210.23	0.00		
29				Paradox Players (net)	9,286.02	4,162.95	5,123.07	3,500	265.32%
30				Unrestricted Investment Income (interest)	57.68	57.68	0.00		
31				Misc Income					
32				Sunday Kitchen Donations	2,612.04	2,238.37	373.67	4,000	65.3%
33				HEB Scrip Income	(834.90)	(834.90)	0.00	1,500	(55.66%)
34				Misc Income - Other	4,238.10	4,035.49	202.61	1,400	302.72%
35				Total Misc Income	6,015.24	5,438.96	576.28	6,900	87.18%
36	TOTAL INCOME				542,241.92	474,181.26	68,060.66	646,481	83.88%
37									
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	A	B	C	D	E	F	G	H	I
57	EXPENSE				Jan - Oct '09	Jan - Sep '09	Oct only	Budget	% of Budget
58	Ministry, Outreach, Pastoral Care								
59	Ministerial Consultants				3,953.94	3,953.94	0.00	0	
60	Settled Minister-Salary / Housing								
61	Salary				37,079.03	32,559.03	4,520.00	48,000	77.25%
62	Housing				20,142.12	18,892.12	1,250.00	27,000	74.6%
63	Total Settled Minister - Salary / Housir				57,221.15	51,451.15	5,770.00	75,000	76.3%
64	Settled Minister - Other								
65	Medical Insurance				3,422.44	3,422.44	0.00	3,700	92.5%
66	Pension-UUA				658.33	658.33	0.00	7,500	8.78%
67	Disability Insurance				579.88	548.24	31.64	900	64.43%
68	Professional Expenses / Other				3,677.64	0.00	3,677.64	14,000	26.27%
69	Total Settled Minister - Other				8,338.29	4,629.01	3,709.28		
70	Settled Minister Total				65,559.44	56,080.16	9,479.28	101,100	64.85%
71	Intern Ministers								
72	Spring Intern								
73	Salary				9,600.00	9,600.00	0.00	9,600	100.0%
74	Payroll Tax				734.40	734.40	0.00	734	100.05%
75	Medical Insurance				3,738.21	3,738.21	0.00	3,054	122.4%
76	Professional Expenses / Other				283.61	0.00		300	94.54%
77	Spring Intern Total				14,356.22	14,072.61	0.00	13,688	104.88%
78	Fall Intern								
79	Salary				0.00	0.00		6,400	
80	Payroll Tax				0.00	0.00		490	
81	Medical Insurance				0.00	0.00		2,443	
82	Moving Expense				0.00	0.00		1,000	
83	transfer to Victor Gonzales							(2,120)	
84	Fall Intern Total				0.00	0.00		8,213	0.0%
85	Total Intern Ministers				14,356.22	14,072.61	0.00	21,901	65.55%
86	Minister Sabbatical				(51.00)	(51.00)	0.00		
87	Pulpit Honoraria				5,750.00	5,750.00	0.00	1,000	575.0%
88	Advertising				2,762.87	2,648.87	114.00	2,500	110.52%
89	Social Action / Social Service								
90	Social Action / Social Service C				639.83	139.83	500.00	3,000	21.33%
91	transfer to Victor Gonzales							(1,000)	
92	Social Action Cmt. Total				639.83	139.83	500.00	2,000	31.99%
93	A A I M				0.00	0.00	0.00	1,000	0.0%
94	Hands on Housing				500.00	500.00	0.00		
95	Helping Hands							100	0.0%
96	Other				926.12	854.73	71.39		
97	Total Social Action / Social Service				2,065.95	1,494.56	571.39	3,100	66.64%
98	Total Ministry, Outreach, Pastoral Care				94,397.42	83,949.14	10,164.67	129,601	72.84%
99	Music and Worship								
100	Music Personnel								
101	Director of Music				27,387.68	27,387.68	0.00	41,100	66.64%
102	Pianists				8,398.06	8,398.06	0.00	13,326	63.02%
103	Children's Choir Directors				4,200.00	4,200.00	0.00	5,000	84.0%
104	Music Personnel Total				39,985.74	39,985.74	0.00	59,426	67.29%
105	Music P/R Taxes				3,058.98	3,058.98	0.00	4,546	67.29%
106	Medical Insurance				5,543.11	4,519.67	1,023.44	5,016	110.51%
107	Pension-UUA				3,867.40	3,913.65	(46.25)	4,641	83.33%
108	Music Professional Expenses				537.51	537.51	0.00	1,000	53.75%
109	Music Program Expenses				4,930.79	4,655.79	275.00	8,000	61.64%
110	Worship Supplies				122.98	122.98	0.00	150	81.99%
111	Music and Worship Total				58,046.51	56,794.32	1,252.19	82,779	70.12%
112									
113									

	A	B	C	D	E	F	G	H	I
					Jan - Oct '09	Jan - Sep '09	Oct only	Budget	% of Budget
114									
115				Religious Educ. and Programs					
116				R E Personnel					
117				DRE Salary	31,076.20	30,966.08	110.12	46,900	66.26%
118				Pension-UUA	3,908.40	3,908.40	0.00	4,690	83.34%
119				Professional Expenses	1,283.74	1,283.74	0.00	2,500	51.35%
120				RE Assistants (3)	31,743.55	28,130.81	3,612.74	34,645	91.63%
121				RE Teachers (4)	4,743.09	4,743.09	0.00	6,240	76.01%
122				RE Payroll Taxes	4,543.55	4,543.55	0.00	6,715	67.66%
123				Nursery/Childcare Wages	9,354.41	8,416.12	938.29	11,460	81.63%
124				Nursery/Childcare P/R Taxes	575.13	575.13	0.00	877	65.58%
125				R E Personnel Total	87,228.07	82,566.92	4,661.15	114,027	76.5%
126				Programs & Supplies					
127				Administrative Expense	0.00	0.00	0.00	550	0.0%
128				Nursery Supplies	338.43	338.43	0.00	100	338.43%
129				Children Program Expenses	493.40	493.40	0.00	1,000	49.34%
130				Youth Program Expenses	372.09	372.09	0.00	1,000	37.21%
131				Adult RE Expenses	1,383.45	783.45	600.00	500	276.69%
132				YRUU	0.00	0.00	0.00	500	0.0%
133				Other	8.64	8.64	0.00		
134				Programs & Supplies Total	2,596.01	1,996.01	600.00	3,650	71.12%
135				Total Religious Educ. and Programs	89,824.08	84,562.93	5,261.15	117,677	76.33%
136									
137				General Operations					
138				G O Personnel					
139				Executive Director's Salary	39,615.38	39,615.38	0.00	60,000	66.03%
140				Book Keeper's Salary	28,030.09	25,238.08	2,792.01	33,700	83.18%
141				Office Assistants' Wages (2)	30,689.67	27,632.75	3,056.92	36,900	83.17%
142				Pension-UUA	2,110.95	2,110.95	0.00	7,830	26.96%
143				G O P / R Taxes	6,801.44	6,801.44	0.00	9,991	68.08%
144				Professional Expenses	222.50	152.50	70.00	500	44.5%
145				Medical Insurance	15,755.75	13,487.59	2,268.16	18,245	86.36%
146				Worker's Comp Insurance	3,396.00	2,280.50	1,115.50	4,700	72.26%
147				G O Personnel Total	126,621.78	117,319.19	9,302.59	171,866	73.68%
148									
149				Supplies / Miscellaneous Expense					
150				Computer Expenses	3,522.65	4,330.79	(808.14)	7,500	46.97%
151				Computer / Equip. Repair & Mai	185.16	77.31	107.85		
152				Newsletter	4,610.56	3,610.56	1,000.00	5,500	83.83%
153				Telephone	3,765.13	3,291.82	473.31	3,500	107.58%
154				Copier Lease	14,373.85	13,273.85	1,100.00	15,000	95.83%
155				Office Supplies	3,311.24	2,706.08	605.16	5,000	66.23%
156				Postage and Bulk Mail	2,784.34	2,408.20	376.14	4,500	61.87%
157				Miscellaneous Expense					
158				Safety Deposit Box Rental	50.00	50.00	0.00	50	100.0%
159				Other Fees / Dues	1,032.74	992.76	39.98	2,000	51.64%
160				Bank Fees	452.22	384.94	67.28	1,980	22.84%
161				Miscellaneous Expense - Other	613.78	613.78	0.00	1,470	41.75%
162				Supplies / Miscellaneous Expense Tot	34,701.67	31,740.09	2,961.58	46,500	74.63%
163									
164				Total General Operations	161,323.45	149,059.28	12,264.17	218,366	73.88%
165									
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168									
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	A	B	C	D	E	F	G	H	I
					Jan - Oct '09	Jan - Sep '09	Oct only	Budget	% of Budget
170									
171				Facility and Grounds					
172				F & G Personnel					
173				Sexton	4,648.97	4,200.05	448.92	5,549	83.78%
174				Event Team	12,890.91	11,512.49	1,378.42	15,000	85.94%
175				Pension-UUA	462.50	416.25	46.25	555	83.33%
176				P/R Taxes (Event Team + Sexton)	1,010.17	1,010.17	0.00	1,572	64.26%
177				F & G Personnel Total	19,012.55	17,138.96	1,873.59	22,676	83.84%
178									
179				Bldg / Grounds Maint / Repairs					
180				Building Maint / Repairs	8,011.66	19,399.71	(11,388.05)	30,000	26.71%
181				Grounds	7,667.02	6,557.02	1,110.00	5,000	153.34%
182				Other	43.19		43.19		
183				Bldg / Grounds Maint / Repairs Total	15,721.87	25,956.73	(10,278.05)	35,000	44.92%
184				Utilities					
185				Utility Drainage Fee	2,385.60	2,147.04	238.56	2,863	83.33%
186				Electricity and Water	14,384.76	12,927.15	1,457.61	13,422	107.17%
187				Gas	1,067.70	1,041.23	26.47	1,415	75.46%
188				Utilities - Other	1,151.32	1,035.12	116.20	1,300	88.56%
189				Utilities Total	18,989.38	17,150.54	1,838.84	19,000	99.94%
190									
191				Victor Gonzales	2,860.00	2,600.00	260.00	3,120	91.67%
192				Janitorial Contract	14,335.00	12,988.00	1,347.00	15,000	95.57%
193				Custodial Supplies	0.00	0.00	0.00	550	0.0%
194				Building / Liability Insurance	7,000.00	6,300.00	700.00	8,400	83.33%
195				Other	60.00	60.00			
196				Total Facility and Grounds	77,978.80	82,194.23	(4,258.62)	103,746	75.16%
197									
198				Denominational Affairs					
199				U.U.A. Contribution	11,500.00	10,500.00	1,000.00	12,000	95.83%
200				S.W.U.U.C. Contribution	6,718.19	6,718.19	0.00	11,000	61.07%
201				Other Programs					
202				Leadership School	0.00	0.00		500	0.0%
203				Partner Church	300.00	300.00	0.00	150	200.0%
204				Denominational Affairs Total	18,518.19	17,518.19	1,000.00	23,650	78.3%
205									
206									
207				Member Support and Programs					
208				Fellowship	194.61	218.51	(23.90)	2,000	9.73%
209				Board / Council	394.70	394.70	0.00	0	
210				Sunday Kitchen Costs	2,644.73	2,542.11	102.62	5,000	52.9%
211				Stewardship & Finance	3,122.24	2,059.48	1,062.76	4,500	69.38%
212				Media Committee	584.14	584.14	0.00	1,250	46.73%
213				Forum	0.00	0.00	0.00	500	0.0%
214				Pamphlets	0.00	0.00	0.00	200	0.0%
215				Membership Committee	1,053.76	866.02	187.74	1,000	105.38%
216				Other	289.20	289.20	0.00		
217				Member Support and Programs Total	8,283.38	6,954.16	1,329.22	14,450	57.32%
218									
219				Reconciliation Discrepancies	5,818.20	3,507.02	2,311.18		
220				Payroll Expenses not included above					
221				Salary	24,819.52	12,409.76	12,409.76		
222				Hourly	(4,589.23)	(5,087.04)	497.81		
223				P/R Taxes	3,855.96	1,905.27	1,950.69		
224				Other	5,146.66	3,772.10	1,374.56		
225					29,232.91	13,000.09	16,232.82		

	A	B	C	D	E	F	G	H	I
226									
227									
228	TOTAL EXPENSE				543,422.94	484,539.27	45,556.78	690,269	78.73%
229									
230	Net Income Year-to-Date				(1,181.02)	(10,358.01)	9,177	(43,788)	2.7%
231									
232									
233	Board Discretionary Expenses								
234	Ministerial Consultants				3,954.00	Included above			
235	Extra Office Benefits				2,000.00	approx amt , included above			
236									
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	A	B	C	D	E	F	G	H	I
274	SUMMARY				Jan - Oct '09	Jan - Sep '09	Oct only	Budget	% of Budget
275	INCOME								
276				Pledge	413,305	373,538	39,767	525,000	78.73%
277				Uncategorized Income	0				
278				Contributions (Net)	35,653	30,564	5,089	60,000	59.42%
279				Rental	47,829	37,249	10,580	35,000	136.65%
280				Special Event Income	210	210	0		
281				Transfer from Mem. Sav. Fund	12,984	11,686	1,298	15,581	83.33%
282				Transfer from other restricted funds	16,903	16,903	0	500	3,380.55%
283				Paradox Players (Net)	9,286	4,163	5,123	3,500	265.32%
284				Unrestricted Investment Income	58	58	0		
285				Miscellaneous	6,015	5,439	576	6,900	87.18%
286				INCOME TOTAL	542,242	479,810	62,432	646,481	83.88%
287									
288	EMPLOYMENT EXPENSES								
289	Payroll Expenses								
290				Payroll - Salary	246,664	233,930	12,734	337,460	73.09%
291				Payroll - Hourly	52,935	47,561	5,374	63,360	83.55%
292				Payroll Taxes	16,724	16,724	0	24,925	67.1%
293				Payroll Expenses Total	316,323	298,215	18,107	425,745	74.3%
294	Benefits								
295				Insurance					
296				Medical	28,460	25,168	3,292	30,338	93.81%
297				Disability	580	548	32	900	64.43%
298				Workers' Comp	3,396	2,281	1,116	4,700	72.26%
299				UUA Pension	11,008	11,008	0	25,216	43.65%
300				Professional Expenses	6,005	1,974	4,031	19,300	31.11%
301				Benefits Total	49,448	40,978	8,470	80,454	61.46%
302				Payroll Expenses not included above	29,233				
303				EMPLOYMENT EXPENSES TOTAL	395,004	339,193	26,577	506,199	78.03%
304									
305	NON-EMPLOYMENT EXPENSES								
306	Facilities / Grounds								
307				Maintenance / Repairs	15,722	25,957	(10,278)	35,000	44.92%
308				Utilities	18,989	17,151	1,839	19,000	99.94%
309				Janitorial / Custodial	14,335	12,988	1,347	15,550	92.19%
310				Building / Liability Insurance	7,000	6,300	700	8,400	83.33%
311				Other	60	60	0	0	
312				Facilities / Grounds Total	56,106	62,455	(6,392)	77,950	71.98%
313	Program Expenses / Supplies								
314				Ministry					
315				Consultants	3,954	3,954	0		
316				Minister Sabbatical	(51)				
317				Pulpit Honoraria	5,750	5,750	0	1,000	575.0%
318				Advertising	2,763	2,649	114	2,500	110.52%
319				Music	5,054	4,779	275	8,150	62.01%
320				R E	2,596	1,996	600	3,650	71.12%
321				Office	34,702	31,740	2,962	46,500	74.63%
322				Kitchen	2,645	2,542	103	5,000	52.9%
323				Other	289	289	0	0	
324				Program Expenses / Supplies Total	57,701	53,699	4,053	66,800	86.38%
325									

	A	B	C	D	E	F	G	H	I
326	SUMMARY CONTINUED								
327									
328	NON-EMPLOYMENT EXPENSES CONTINUED								
329					Jan - Oct '09	Jan - Sep '09	Oct only	Budget	% of Budget
330	Gifts / Donations / Contributions								
331					11,500	10,500	1,000	12,000	95.83%
332					6,718	6,718	0	11,000	61.07%
333					2,860	2,600	260	3,120	91.67%
334					0	0	0	1,000	0.0%
335					300	300	0	150	200.0%
336					500	500	0	0	
337					0	0	0	100	0.0%
338					21,878	20,618	1,260	27,370	79.94%
339									
340	Committees								
341					3,122	2,059	1,063	4,500	69.38%
342					1,566	995	571	2,000	78.3%
343					195	219	(24)	2,000	9.73%
344					1,054	866	188	1,200	87.81%
345					584	584	0	1,250	46.73%
346					395	395	0	500	78.94%
347					0	0	0	500	0.0%
348					6,915	5,117	1,798	11,950	57.87%
349									
350					142,601	141,890	719	184,070	77.47%
351									
352	MISCELLANEOUS EXPENSES								
353					5,818	3,507			
354									
355					5,818	3,507			
356									
357									
358					543,423	484,590	58,833	690,269	78.73%
359									
360									
361					(1,181)	(4,781)	3,600	(43,788)	2.7%
362									
363									
364	Board Discretionary Expenses								
365					3,954.00	Included above			
366					2,000.00	approx amt , included above			

FUUCA BALANCE SHEET SUMMARY

	October 31, 2009	September 30, 2009	Mo. to Mo. Change
Small Restricted Funds	88,030	84,118	3,912
Memorial Savings Fund	177,594	199,608	(22,014)
Long Range Fund	56,283	56,283	(0)
Murr Fund	35,056	35,763	(707)
Permanent Endowment Fund	96,191	99,212	(3,021)
Total of All Restricted Funds	453,153	474,984	(21,831)
(Unrestricted) Operating Fund	163,862	153,367	10,495
Fixed Assets			
Land	1,508,930	1,508,930	0
Buildings	672,233	672,233	0
Furniture / Fixtures	157,935	157,935	(1)
(approx.) Accumulated Depreciation	(477,332)	(477,332)	0
Total Fixed Assets	1,861,765	1,861,766	(0)
TOTAL NET WORTH	2,478,781	2,490,117	(11,336)

ASSETS

31-Oct-09

OPERATING FUND**CASH**

Texas Health Credit Union		
checking, other	30,824.26	
savings	4,016.40	
TOTAL Checking / Savings		34,840.66

Operating Fund Assets Held in Schwab Accounts

Due from Long Range Fund		
Phase 1 Architect fees	46,139.15	
Due from Memorial Savings Fund		
Stock Donations	54,859.84	
Memorial Sculpture	16,097.64	original cost
Memorial Sculpture	(5,100.00)	received from sale of memorial butterflies
Annual Transfer from Mem. Sav.	15,581.00	entire year
Transfer from misc. restricted funds	16,902.73	
TOTAL Assets held in Schwab Accounts		144,480.36

Payroll Asset		(38.40)
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Petty Cash, Office & Kitchen		182.60
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OPERATING FUND (Unrestricted) Cash Balance	179,465.22
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Accounts Receivable

31-Oct-09

Loan Receivable - Intern Minister	0.00	
Loan Receivable	0.00	
Accounts Receivable	(9.80)	
PayPal Receivable	0.00	
Other	0.00	
TOTAL Accounts Receivable		(9.80)

Accounts Payable		(5,457.96)
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Other Current Liabilities

Direct Deposit Liabilities	(286.56)	
Key Deposits	(50.00)	
Deferred Expenses	0.00	
Payroll Liabilities, Other	(9,798.77)	
Social Security Withholding		
Payroll Liabilities - Other		
TOTAL Other Current Liabilities		(10,135.33)

NOTE: 2009
Expense Budget
690,269
1/12 =
57,522

OPERATING FUND: ASSETS Less LIABILITIES	163,862.13
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RESTRICTED FUNDS

Small Restricted Funds Balance (includes Capital Campaign donation)	88,029.58
MEMORIAL SAVINGS Fund Balance (includes Hartford Annuity)	177,594.28
LONG RANGE Fund Balance	56,282.73
MURR MUSIC Fund Balance	35,055.98
PERMANENT ENDOWMENT Fund Balance	96,190.81

FIXED ASSETS

Land		<u>1,508,930.00</u>	
Church Buildings			
Old Building	119,160.00		
New Building	<u>553,072.75</u>		
Total Church Buildings		<u>672,232.75</u>	
Other Fixed Assets		<u>157,934.50</u>	
Accumulated Depreciation (see p.5 Schedule)		<u>(477,331.77)</u>	(Approx.)

Total Fixed Assets	1,861,765.48
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TOTAL ASSETS LESS LIABILITIES	2,478,780.99
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EQUITY

		October 31, 2009	September 30, 2009	
			Previous month's Balances	Mo. to Mo. Change
Small Restricted Funds				
Religious Education Fund				
Other Income	918.67		918.67	0.00
Recycling Project	778.71		778.71	0.00
Camp UU	5,083.90		5,179.35	(95.45)
RE Fund - Other	3,086.13		3,086.13	0.00
Total Religious Education Fund		9,867.41	9,962.86	(95.45)
Adult RE Fund				
Adult RE Owl	495.00		495.00	0.00
Activity Fees	5,530.41		5,400.41	130.00
Distinguished Lecture Series	330.43		330.43	0.00
Adult RE Fund - Other	2,982.86		2,214.86	768.00
Total Adult RE Fund		9,338.70	8,440.70	898.00
Adrienne & Miriam Murr Fund		1,160.10	0.00	1,160.10
Mid-Week Gathering		557.02	557.02	0.00
Bookstore Fund		2,560.06	2,431.06	129.00
Caring Fund		5,981.22	5,981.22	0.00
Denominational Affairs Fund		70.02	70.02	0.00
Facilities Emergency Fund		2,923.63	2,923.63	0.00
Capital Campaign Donation		10,000.00	10,000.00	0.00
Green Sanctuary		1,586.55	1,586.55	0.00
Flowers Fund		329.34	324.43	4.91
Internet Ministries		2,797.67	2,797.67	0.00
Junior High Fund		3,707.72	3,707.72	0.00
Library Fund		350.59	350.59	0.00
Media Team		1,479.65	1,577.06	(97.41)
Paradox Players		26,169.58	23,594.53	2,575.05
Children's Choir		3,637.52	3,177.52	460.00
Music Fund - Other		518.19	518.19	0.00
Senior High Fund		5,087.29	5,087.29	0.00
Social Action Fund		442.75	386.75	56.00
Voyager		211.39	211.39	0.00
YARN		208.24	208.24	0.00
Yew Grove Pagan Interfaith		155.04	173.20	(18.16)
Other		50.00	50.00	0.00
Small Restricted Funds		88,029.58	84,117.64	3,911.94
Memorial Savings Fund		177,594.28	174,159.50	3,434.78
Long Range Fund		56,282.73	56,282.73	0.00
Murr Fund		35,055.98	35,763.06	(707.08)
Permanent Endowment Fund		96,190.81	99,212.07	(3,021.26)
HEB Script				
RESTRICTED FUNDS		453,153.38	449,535.00	3,618.38
UNRESTRICTED FUNDS (Unrestricted)		96,662.41	106,120.48	(9,458.07)
RETAINED EARNINGS (Unrestricted)		68,380.74	68,380.74	0.00
NET INCOME YTD (Unrestricted)		(1,181.02)	(21,133.97)	19,952.95
FIXED ASSETS		1,861,765.48	1,861,765.48	0.00
TOTAL EQUITY		2,478,780.99	2,464,667.73	14,113.26

		31-Oct-09			
FUUCA	DEPRECIATION SCHEDULE	BASIS	DEPRECIATION	NET VALUE	Date Plac.in Serv. Deprec. Method
Church Buildings					
	Old Church Building	119,160.00			
	Accumulated Depreciation		(119,160.00)		
	New Church Building	553,072.75			Jan. 1, 1988
	Accumulated Depreciation		(294,038.81)		39 1/2 yr. SL
	Total Church Buildings	672,232.75	(413,198.81)	259,033.94	
Other Fixed, Depreciable Assets					
	Furniture & Fixtures	19,111.42			various
	Accumulated Depreciation		(19,111.42)		10 yr. SL
	Organ	36,062.04			Nov. 1, 1996
	Accumulated Depreciation		(36,062.04)		10 yr. SL
	Butterfly Memorial	16,097.64			Nov. 1, 2006
	Accumulated Depreciation		(4,829.29)		10 yr. SL
	Office Printer	1,500.00			July 1, 2007
	Accumulated Depreciation		(750.00)		5 yr. SL
	2008 Metal & Composition Shingle Roofs	22,875.00			January 1, 2009
	Accumulated Depreciation		(1,143.75)		?
	2009 A/C Unit	11,200.00			January 1, 2009
	Accumulated Depreciation		(1,000.00)		?
	2009 PV Solar Panels	37,458.40			July 1, 2009
	Accumulated Depreciation		(936.46)		?
	2009 A/C Unit	13,630.00			October 1, 2009
	Accumulated Depreciation		(300.00)		?
	Total Other Fixed Assets	157,934.50	(64,132.96)	93,801.54	
DEPRECIATION TOTALS		830,167.25	(477,331.77)	352,835.48	

Bridgebuilder update 11/17/09

Needed immediately:

- 1) People to work with Janet on a church covenant process
- 2) People for governance review in the following overlapping areas
 - Bylaws, policies, procedures: transparency, accountability, information provided to congregation, accessibility
 - Evaluations to include dealing with problems: minister(s), staff, congregation
- 3) Determine who and how best to find people for above tasks
 - Informally
 - Nominating committee
 - More open transparent process

Stewardship – Where we go from here.

Our stretch goal for the 2010 Canvass had been \$650,000. We arrived at this goal from taking the pulse of the Congregation – our increasing attendance, our growing RE enrollment, our stunning success in raising \$100,000 this past spring that has kept our doors open, our growing positive attitude. Alas! We have been caught in the Perfect Storm of the economic decline, and our loss of those of us who have found themselves spiritually homeless and un-rooted.

It appears that we will fall about \$200,000 short of our goal. Those of us who have pledged have increased our contributions by more than \$70,000 over what we pledged in 1009. There are just fewer of us.

Our total pledges on Monday, November 16, 2009, were \$436,194.

This is not time for despair – this is a time for uplift. We will take the final pledge number and build the future.

Our ongoing Canvass efforts include:

- Continued weekly Stewardship table in the Gallery until the day of the Congregational meeting;
- One more final personal-contact pledge effort – Stewardship has identified about 30 prospective donors who we think are good prospects;
- Individualized Canvass reports (essentially the first page of the Pledge Card) to go out by e-mail and snail mail for every member of our community, along with the November Pledge Report

The Canvass process ends every December: Stewardship continues without pause across the years. Stewardship, which is much more than the annual Canvass, includes building the on-going process whereby we look after each other. Stewardship includes building the on-going process whereby we look after our Church. Stewardship includes building the on-going process whereby our Church looks after us.

Bill Edwards
November 17, 2009

	A]] ^) äãÄ	B	C	D	E	F	G	H	I	KÁ
1	2010 BUDGETED INCOME			2009	Jan - Sep	EoY		2010	Change from	52
2				Budget		Projected		Budget	last year	
3	Pledge Income			525,000	350,999	467,999		400,000	-24%	
4	Unrestricted Contributions			60,000	37,201	49,601		50,000	-17%	
5	Eliminate Split-the-Plate							12,000		
6	Transfer from ME Fund			15,581	11,686	15,581			-100%	
7	Transfer from Restricted			500	16,903	16,903			-100%	
8	Rental Income			35,000	37,249	49,666		50,000	43%	
9	Paradox Players (net)			3,500	6,269	8,359		5,000	43%	
10	Special Event Income				210	280				
11	Unrest. Invst Income				58	77		75		
12	Misc Income									
13	Sunday Kitchen Donations			4,000	2,028	2,703		4,000	0%	
14	Scrip Income (HEB & Nat'l)			1,500	(835)	(835)			-100%	
15	Misc Income - Other			1,400	3,935	5,247		1,500	7%	
16										
17	2010 TOTAL ALL INCOME			646,481	465,702	615,581		522,575	-19%	
18										
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NET Surplus / (Deficit) (48,624)

	A	B	C	D	E	F	G	H	I	J	K
42											53
43	2010 BUDGET		2010	'09 to '10	COLA	7.65%		0.00%		2010	
44	EMPLOYMENT	Personnel	Budgeted	Percent	0.00%	Payroll	Medical	Professional		TOTAL	
45	EXPENSES	442,114	Hrs / Wk.	Change		Taxes	Insurance	Pension	Expenses	2010	
46	Ministry	Hourly Rates									
47	Interim Minister										
48	Salary				58,800		6,840	5,000	7,500	78,140	
49	Housing				16,200					16,200	
50	Total Interim Ministry	36.06	40	0.00%	75,000		6,840	5,000	7,500	94,340	
51											
52	Music										
53	Music Director	26.35	30	0.00%	41,100	3,144	5,350	0	1,000	50,594	
54	Piano I (Bryan)	15.38	10	-0.22%	8,000	612				8,612	
55	Piano II (John)	14.42	10	41.30%	7,500	574				8,074	
56	Children's Choir Directors (2)	12.82	10	0.00%	5,000	383				5,383	
57	Total Music Salaries			3.66%	61,600	4,712	5,350	0	1,000	72,663	
58											
59	Religious Education										
60	Director of Religious Education	22.55	40	0.00%	46,900	3,588	declined	0	2,500	52,988	
61	RE Assistants (3)	13.52	35	-28.95%	24,615	1,883				26,498	
62	RE Teachers (4)	10.58	14	23.40%	7,700	589				8,289	
63	Childcare Workers (4)	9.62	20	-12.74%	10,000	765				10,765	
64	Total RE Salaries / Expenses			-10.11%	89,215	6,825	0	0	2,500	98,540	
65											
66	Office & Program Support										
67	Executive Director	28.85	40	0.00%	60,000	4,590	4,481	0	500	69,571	
68	Bookkeeper	16.20	40	0.00%	33,700	2,578	8,361			44,639	
69	Office Assistant #1	11.83	40	0.00%	24,600	1,882	5,163			31,645	
70	Office Assistant #2	11.83	10	0.00%	6,150	470				6,620	
71	Total G. O. Salary / Employment			0.00%	124,450	9,520	18,005	0	500	152,475	
72											
73	Facilities & Grounds										
74	Sexton	8.31	7	-45.49%	3,025	231				3,256	
75	Event Team			0.00%	15,000	1,148				16,148	
76	Total F & G Salaries			-12.28%	18,025	1,379		0		19,404	
77											
78	Workers' Comp Insurance						4,692			4,692	
79											
80	TOTAL EMPLOYMENT EXPENSES				368,290	22,437	34,887	5,000	11,500	442,114	
81					Wages	P / R taxes	Insurance	Pension	Prof. Exp.		
82				Change from 2009	-8%	-10%	0%	-80%	-43%		
83				2010 Wages + p/r taxes + Prof. Exp.= \$	7,735	per week					
84				Non - payroll Costs = \$	2,482	per week				NET Surplus / (Deficit)	(48,624)

	L	M	N	O	P	Q	R
1	EXPENSES by PROGRAM / DEPARTMENT				2010 INCOME		54 Change from
2				Change from			2009
3	<u>Ministry</u>			2009	Pledge Income	400,000	-24%
4	Total Ministry Salary / Expenses	94,340		-23%	Unrestricted Contributions	50,000	-17%
5	Ministry Program Support	7,200		-22%	Eliminate Split-the-Plate	12,000	
6	Social Action	1,000		-50%	Transfer from ME Fund		-100%
7	AAIM	1,000		0%	Transfer from Restricted		-100%
8			103,540	-23%	Rental Income	50,000	43%
9	<u>Music</u>				Paradox Players (net)	5,000	43%
10	Total Music Salaries / Expenses	72,663		-3%	Special Event Income		
11	Music Program Support	6,500		-20%	Unrest. Invst Income	75	
12			79,163	-4%	Misc Income		
13	<u>Religious Education</u>				Sunday Kitchen Donations	4,000	0%
14	Total RE Salaries / Expenses	98,540		-14%	Scrip Income (HEB & Nat'l)		-100%
15	Total R E Program Expenses	1,600		-56%	Misc Income - Other	1,500	7%
16			100,140	-15%			
17	<u>Office & Program Support</u>				2010 TOTAL ALL INCOME 522,575		-19%
18	Total Office Salaries / Expenses	152,475		-9%			
19	Total Office Supplies / Support	38,600		-6%			
20	Sunday Kitchen Costs	5,000		0%			
21	Workers' Comp Ins.	4,692		0%			
22			200,767	-8%			
23	<u>Facilities & Grounds</u>						
24	Total F & G Salaries	19,404		-14%			
25	F & G Supplies / Expenses	50,760		-37%			
26			70,164	-32%			
27	<u>Denominational Affairs</u>						
28	UUA	6,000		-50%			
29	SWUUC	5,000		-55%			
30			11,000	-52%			
31	<u>Member Support & Programs</u>						
32	Stewardship	2,250		-50%			
33	Nominating	1,000					
34	Fellowship	1,000		-50%			
35	Congregational Care (Helping Hands)	50		-50%			
36	Media	625		-50%			
37	Membership	500		-50%			
38	Interim Minister Search	750					
39	Forum	250		-50%			
40			6,425	-32%			
41	TOTAL EXPENSES		571,199	-17%	NET Surplus / (Deficit)	(48,624)	

	L	M	N	O	P	Q	R
42							55
43	2010 EXPENSES	TOTAL	Change from		2010 EXPENSES	TOTAL	Change from
44			2009				2009
45	TOTAL EMPLOYMENT EXPENSES	442,114			Sunday Kitchen Costs	5,000	0%
46							
47	PROGRAM EXPENSES / SUPPLIES / SUPPORT				Facilities & Grounds		
48					Janitorial Contract	15,000	0%
49	Ministry, Pastoral Care				Recycling Program	360	
50	Pulpit Honoraria	1,000	0%		Custodial Supplies	550	0%
51	Advertising	0	-100%		Total Janitorial / Custodial	15,910	
52	Pamphlets	200	0%				
53	Newsletter	6,000	9%		Building Repairs	0	
54	Total Ministry Program Support	7,200			Grounds	6,000	
55					Total Repairs / Maintenance	6,000	-83%
56	Music Program Support	6,500	-19%				
57					Utilities		
58	Religious Education				Utility Drainage Fee	2,863	
59	Administrative Expense	500	-9%		Electricity and Water	13,422	
60	Children's Program Expense	1,000	0%		Gas	1,415	
61	Youth Program Expense	0	-100%		Utilities - Other	2,300	
62	Adult RE	0	-100%		Total Utilities	20,000	5%
63	YRUU	0	-100%				
64	Nursery Supplies	100	0%		Building / Liability Insurance	8,850	5%
65	Total R E Program Expenses	1,600					
66					TOTAL PROGRAM EXPENSES /	109,660	
67	General Operations				SUPPLIES / SUPPORT		
68	Copier Lease	15,000	0%				
69	Technology (Computer) Expenses						
70	Internet Service	1,400					
71	Data Systems Fees	2,000					
72	Website Hosting	400					
73	Equipment	3,000					
74	Telephone	4,000	14%				
75	Office Supplies	4,500	-10%				
76	Postage & Bulk Mail	4,500	0%				
77	Misc. Expenses						
78	Safety Deposit Box Rental	50					
79	Other Fees / Dues	2,000					
80	Bank Fees	250					
81	Misc. Expenses - Other	1,500					
82	Total Office Supplies / Support	38,600	-17%				
83							
84							

	L	M	N	O	P	Q	R
85							56
86	2010 EXPENSES	TOTAL	Change from		2010 EXPENSES	TOTAL	Change from
87			2009		Gifts / Donations / Contributions		2009
88	Committees				UUA	6,000	-50%
89	Stewardship	2,250	-50%		SWUUC	5,000	-55%
90	Nominating	1,000			AAIM	1,000	0%
91	Membership	500	-50%		Partner Church	0	-100%
92	Fellowship	1,000	-50%		Victor Gonzales	0	-100%
93	Congregational Care (Helping Hands)	50	-50%		Hands On Housing	0	
94	Social Action	1,000	-50%		UU Service Committee	0	
95	Interim Minister Search	750			UU United Nations Office	0	
96	Finance / CPA	0	0%		TOTAL GIFTS / DONATIONS /	12,000	
97	Media	625	-50%		CONTRIBUTIONS		
98	Forum	250	-50%				
99	Board / Council	0	-100%		TOTAL EXPENSES	571,199	-17%
100	TOTAL COMMITTEES	7,425					
101							
102					NET Surplus / (Deficit)	(48,624)	
103							
104							
105							
106					Total Payroll Costs	77%	442,114
107					Total Non-Payroll Costs	23%	129,085
108							
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Split-the-Plate (?)	
Hands On Housing	500
Partner Church	150
UU Service Committee	100
UU United Nations Office	100
Victor Gonzales	2,400
	3,250

Proposed Changes to Budget Proposal

November 17, 2009

At the second joint board and finance committee meeting on November 15, those assembled developed the following recommended changes to the budget proposal (versus the previous joint meeting on October 27 – budget version 3.1).

Trustees are asked to come prepared to vote on the following 10 possible changes to the budget proposal.

INCOME

1	Increase pledge income \$50,000	As of Nov.10, \$425,000 had been pledged. Both Mary Jane Ford and Luther Elmore feel comfortable projecting an additional \$25,000 in pledges by end of year.
2	Increase Miscellaneous Income by \$500	Increased Miscellaneous Income from \$1,500 to \$2,000. Since this income category has received more than \$4,000 so far in 2009, this seems a safe \$500 revenue increase.

EXPENSES

3	No church closure, \$50,000	Do not close the church in the summer. \$50k in increased costs.
4	Reduce minister's package by \$5,000	Eliminate the \$5,000 contribution to the next Minister's pension. In this respect, the next Minister would be treated exactly the same as all other employees.
5	Increase director of music salary by \$1,200	Music Director base salary is increased by \$1,200 from \$41,100 to \$42,300. This is in anticipation that the church will adopt the 80/50 medical insurance policy. The cost to Brent of having to pay 20% of his medical insurance would be covered by a \$100/mo. raise. A majority of the Finance Committee recommends that the church adopt the 80/50 policy beginning Jan. 2010.
6	Restore \$12,000 to RE	This would restore the \$10k in previous personnel reductions and \$2k in additional expenses, leaving just a \$5k net reduction (rather than the \$17k approved at the 10/27 meeting). Lara Douglass says that this restoration will allow RE to function in 2010 with minimal disruption (though drawing on their restricted funds to cover the net remaining reduction).
7	Restore \$20,000 to Building	Rather than taking building repairs and maintenance

	Repairs	out of the operating budget and paying out of savings, this puts the expense back in the budget, making it explicit (in the case of a deficit budget, it all comes out of the same place).
8	Increase utilities by \$4,000	By the end of October we had already spent more than \$20,000 on Utilities, with two months to go this year. So \$24,000 for Utilities for all of 2010 is more realistic.
9	Increase gifts/donations/contributions by \$350	Increase Gifts / Donations / Contributions from \$12,000 to \$12,350. This increase from Ver 3.1 comes from line items for a) Partner Church \$150, b) UU Service Committee \$100, and c) UU United Nations Office \$100.

The adoption of the above 9 proposals will create a budget deficit of \$32,050.

SPECIAL - SPLIT THE PLATE

Those assembled on November 15th did not reach a decision on Split the Plate. Please pick one of the three options.

10A	No Change \$0	STP remains suspended in 2010
10B	Partial restoration \$7,500	STP once per month
10C	Full restoration \$15,000	STP twice monthly (as in 2009)

FINANCING THE DEFICIT

If the board presents a deficit budget to the congregation, the Finance Committee recommends that it also lay out to the congregation how we will pay for that deficit. The Finance Committee recommends using the Memorial Savings Fund (MSF), which has roughly \$100,000 in money saved from previous surplus years (savings).

Tapping the MSF will require two consecutive votes of the congregation, so the funds would not officially become available until after the second vote in May.

VICTOR GONZALES

Transfers from restricted funds of money already owned by the church are separated from income, since these transfers do not represent new income to the church. Net Surplus/Deficit is computed without including these transfers.

The board can use \$2,400 from the Caring Fund (currently at \$6,000) for Victor Gonzales, using a motion to this effect:

The First UU Board of Trustees approves the use of \$2,400 (\$200/mo) in payment of custodial benevolence to Victor Gonzalez during the year 2010.

OTHER CHANGES & NOTES

The following items, of an FYI nature, require no board action.

A) Office Assistant #2 (Linda Taylor) is moved in the budget from General Operations to Ministry, but at the exact same cost. This is because Linda is now reporting directly to Janet as her assistant, and all 10 hours per week of Linda's time are spent doing ministerial things (mostly the bulletin and order of service).

B) Even with the suggested changes above, the RE budget will decrease by \$5,000 versus 2009. It is expected that RE will cover some of its program and professional expenses in 2010 with RE restricted funds. While this isn't sustainable, it will allow the program to continue with minimal disruption.

C) The Finance Committee now values Split the Plate's cost at roughly \$15,000 per year, rather than the \$12,000 in the version 3.1 budget (as concluded on October 27).