

**First Unitarian Universalist Church of Austin
Spring Congregational Meeting
Sunday, May 16, 1:30 P.M.**

I.	Call to Order	Nell Newton	5 minutes	1:30
II.	Adopt Agenda and Rules for Meeting (pages 1 & 2)	All	5 minutes	1:35
III.	Reading and Lighting of Chalice	Janet Newman	5 minutes	1:40
IV.	Approval of Minutes from Prior Meeting (page 4)	Nell Newton	5 minutes	1:45
V.	Discussion and Action Items			
	A. Proposed Bylaws Change Regarding Membership (page 11)	Eric Stimmel	10 Minutes	1:50
	B. Second Vote on Grammatical Changes to FAMP (page 18)	Kae McLaughlin	5 Minutes	2:00
	C. Vote on Nominated Board Slate	Nominating Committee	10 Minutes	2:05
	D. Settled Minister Search Committee	Michael West	10 Minutes	2:15
	E. Interim Minister Search Task Force Update	Michael West	5 Minutes	2:25
	F. Adoption of Covenant of Healthy Relations (page 29)	Janet Newman and Transitions Team	15 Minutes	2:30
	G. Update on Solar Panels	Marcus Barnes	5 Minutes	2:45
VI.	Closing Words	Nell Newton	5 Minutes	2:50
VII.	Adjourn			2:55

Note: Written Reports from senior staff and various committee and groups are attached. See the Table of Contents for the Reports on page 30.

First Unitarian Universalist Church of Austin Congregational Meeting Rules of Procedure

1. Order of Business

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

2. Means of Voting

As long as a quorum is present (ten percent of voting members of the congregation), voice votes, uncounted standing votes, or an uncounted show of hands will be used, unless the bylaws specify otherwise. Two or more people shall be designated as vote counters by the chair at the outset of the meeting in the event that a vote count is needed. Written ballots will not be used without a two-thirds vote. All matters will be determined by the number of votes cast by members present and voting, as long as there is a quorum, unless the meeting notice allows absentee voting.

3. Presentation of Items

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

4. Amendments

No one may offer an amendment until there has been at least ten minutes of debate on the main question as moved, unless no one else wants to speak to the main question or it is a clarifying amendment. Anyone making an amendment must give it to the chair in writing before it is discussed. Paper and pencil will be provided; those requesting assistance will be provided assistance.

5. Time limits

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

- a. No one may speak on any motion for more than two minutes or more than once as long as anyone else is waiting to speak, except that persons with special

information may answer questions with the Chair's permission.

- b. No item will be discussed in the meeting for more than 30 minutes. Discussion time will be divided equally by alternating between speakers at microphones designated pro and con. One microphone will be designated for point(s) of clarification or amendments.
- c. No one may call the previous question if there are persons waiting to speak at both the pro and con microphones and the time for discussion is not over. If the Chair sees no speakers at the con microphone, then the Chair may call for a vote.
- d. Every person must speak at a microphone.

6. Budget Motions

Anyone making a motion concerning the budget must give it to the Chair in writing and must provide for reduction in specific categories equal to any increase in spending in the motion. A simple majority vote is required to adopt motions concerning the budget. According to the Financial Asset Management Plan (FAMP), a three-quarters majority vote is required to approve a deficit budget.

7. Items Not in the Meeting Notice

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

8. Amending the Rules of Procedure

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

9. Adjournment

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

**First Unitarian Universalist Church of Austin, Congregational Meeting Minutes
Sunday, December 13, 2009 at 1:30 p.m.
First UU Church of Austin, 4700 Grover, Austin, TX 78756 in the Sanctuary**

Welcome and Call to Order

The President welcomed the church members present and called the meeting to order at 1:35 p.m.

President's Update

The President gave a "State of the Church" update during which she provided the following assessments and updates:

- The church is in good shape, despite the budget challenges we face for 2010.
- We have had two successful pledge campaigns. Though we have fewer pledging, those who are have pledged at higher levels – an indication we are committed to building a stronger future.
- Staff and Executives are strong. We have an excellent Executive Director, a professional Interim Minister whose strong guidance has helped us stabilize and add to our membership, an RE program that is bulging at the seams and an amazing music program that has been even more excellent this year with our collaboration with Austin Music Chamber.
- Our building is in good shape and we will work to improve it even more in the not too distant future.
- Many new people are stepping into leadership roles and the nominating committee has put together excellent leadership development classes.
- We are in the process of adopting policy governance to allow us to focus on vision and purpose rather than minutia.
- We will be entering our second year of interim ministry and starting the search for a settled minister.
- We will be working with folks from the UUA and elsewhere to clarify mission and values.

Adoption of Agenda

Motion: Eric Hepburn – Adopt the agenda as presented
Second: Barbara Denny
Discussion: There was no further discussion
Vote: All affirmative

Adoption of Meeting Rules of Procedure

The President provided a brief overview of the most salient procedures contained in the Meeting Rules of Procedure.

Motion: Michael LeBurkien – Adopt the Meeting Rules of Procedure as presented
Second: Brian Moore
Discussion: There was no further discussion
Vote: All affirmative

Reading and Lighting of the Chalice

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

Recommended Minor (non-policy level) Changes to the Financial Asset Management Policy (FAMP)

The Treasurer explained that these changes were corrections for grammar, clarity and the like and did not involve policy-level changes. The changes included moving the preamble to the end of the document. A member of the congregation noted two small typographical errors that had been missed on page 20 of the meeting materials.

Motion: Dyanne Cortez – Amend the proposed changes to include corrections to the two typographical errors
Second: Phil Hastings
Discussion: There was no further discussion
Vote: All affirmative

Motion: Eric Hepburn – Approve the recommended changes as amended by the prior motion
Second: Phil Hastings
Discussion: There was no further discussion
Voter: All affirmative

The President noted that changes to the FAMP require two votes at consecutive, regularly scheduled meetings, so this change will require a second vote at the Spring 2010 meeting.

Second Vote on Change to FAMP to allow Internal Audit

The Treasurer explained that this proposed change would remove language requiring an outside audit but that an independent internal audit committee had been established by board level policy. He explained that the change would remove the requirement for an outside audit but would not prevent the board from seeking one; however, a true outside audit on a regular basis had proven too expensive and would not necessarily identify any accounting irregularities that could not be found through an internal audit.

The congregational members present discussed the following:

- A member asked if the committee had been established. The Treasurer replied that the board had established a policy creating the committee and had appointed a Chair, who was in the process of establishing the remaining members.
- Members also asked if there was a need to define how many persons would be on the committee, to establish timelines for the audits and to establish the type or types of audits to be performed. The Treasurer and Executive Director replied that these could be handled through board-level policy.

Motion: Sam Roberts – Approve this change to the FAMP as presented
Second: Eric Hepburn
Discussion: There was no further discussion
Vote: All affirmative

Proposed 2010 Budget

The President began by explaining major budget issues as regards revenue, including that projected revenue is less than the prior year. She noted that when the 2010 budget process began, projected pledge income was \$400,000 and asked for an update from the Stewardship Committee. A member of the committee replied that current pledge were \$451,000. The President noted that projected revenue included \$15,000 that would be gained by suspending split the plate for the year. She noted that with the current projected deficit, the only way to continue split the plate would be to use church savings to give to outside organizations and asked that methods outside of the church budget be identified for supporting such organizations.

The congregational members present discussed the following:

- If we continue to erode social justice through budget cuts, it will go downhill. The budget expresses our priorities.
- Covenant and mission work will help define social justice priorities.
- Split the Plate was originally recommended by the UUA and the theory was that people would give more on Split the Plate Sundays. At least in the beginning, this proved to be true.
- A congregational member asked if an analysis had been done comparing Split the Plate Sundays to non-Split the Plate Sundays. The Treasurer replied that the last time he had analyzed this there had been little to no difference (at most \$100).
- There is a need to cultivate an underlying culture of social contributing.
- Other ways of giving generously are possible without going through the church budget.
- A member noted that we vote throughout the year with our pledges and contributions.
- A member asked what the next steps would be outside of the budget. The board liaison to the Social Action Committee noted that the committee would be meeting and discussing several possible answers to this. The Treasurer suggested a separate pass the plate as one possibility.

The timekeeper noted that five minutes remained for discussing the budget.

Further discussion included:

- A member noted that contributions to the UUA had been reduced and another noted that such contributions might be considered social action. The President noted that they are separate budget items and that many churches were having to curtail their contributions as they faced their own budget challenges.
- A member noted that discussion of the split the plate line item was consuming all of the time dedicated to discussing the budget as a whole.

Motion: Jim Coombes – Approve the budget as presented

Second: Michael LeBurkien

Discussion: The President noted that at the Pre-Congregational Meeting, the congregation had made clear a desire not to have even greater budget cuts made, such as closing the church during the summer of 2010, even if this meant running a deficit. The budget as presented did project a deficit. She explained that many other cuts had had to be made, such as to the church's contribution toward staff UUA pension accounts, which had amounted to \$27,000. The church will establish a voluntary 403(b) for

staff. A board member noted that there were a number of cuts that had to be made and that debating each one in detail was not realistic given time constraints. A member asked if staff had been involved as budget decisions were made, and the President replied that staff had been.

Vote: Affirmative – 98, Negative – 6

Proposed Policy Level Changes to the FAMP and Bylaws

The Treasurer summarized changes to the FAMP and Bylaws that would allow changes to the FAMP and withdrawals from the Memorial Savings Fund with one, two-thirds majority congregational vote at any congregational meeting rather than the currently required two, two-thirds majority votes at two regular congregational meetings.

The Chair of the Finance Committee added this recommendation was being made to make the FAMP match the bylaws, which may be amended by one, two-thirds majority vote, to streamline our governing documents and to allow the will of the congregation to not be delayed in such instances.

Church members discussed the following:

- The history of the FAMP is that it had been developed 12 years ago with a great deal of thought put into the two votes at regular meeting requirement to prevent the spending out of assets.
- Making it difficult to spend out assets may prevent easy choices from being made that will harm the church more in the long-term.
- The two-vote requirement might lead the church to have to face difficult choice that might spur greater consciousness of contributing and pledging.

Motion: Eric Hepburn – Approve the changes as presented.

Second: Jim Coombes

Discussion: There was no further discussion

Vote: Affirmative – 39, Negative – 64

Recommended Changes to Bylaws from the Membership Committee

The Chair of the Membership Committee presented the reasoning behind (see attached written version) a proposed change to the membership section of the bylaws. This change would include some changes to wording for clarity and the addition of agreeing to a membership covenant as a part of the requirements for new membership. Such a covenant would be developed by the church as a whole and might include language regarding generous pledging and participating in church activities and/or governance.

The congregational members present discussed the following:

- Some members expressed a belief that a set, minimal dollar amount for pledging should be established.
- A member expressed that there is a real need for a membership covenant for the church.
- Another member expressed support for a covenant but questioned how a vote could be held on this when the covenant does not yet exist. A member suggested that the church could resolve to have the covenant done by the Spring meeting and vote on this

proposal at that time. Another suggested that the changes might be approved pending the establishment of the covenant.

- A member of the Transition Team noted that work on the covenant would be beginning shortly after the first of the year.
- A member expressed that it would be difficult to vote for adding a requirement for agreeing to membership covenant to join the church when it is not known how long it will take to establish such a covenant.

Motion: Eric Hepburn – Amend the proposed changes to the membership section of the bylaws to remove the reference to agreeing to a membership covenant.

Second: Derek Howard

Discussion: There was no further discussion

Vote: Affirmative -- 97, Negative – 6

A church member clarified that the recommended wording changes for clarification to the membership section of the bylaws were still to be voted upon. Another member noted that the proposed changes to the bylaws also still included a new Article 12 that now stood in contradiction of the vote that already been taken to not change the two vote requirements in the FAMP.

Motion: Barbara Owens – Amend the recommended changes to the bylaws to strike the addition of Article 12

Second: Eric Hepburn

Discussion: There was no further discussion

Vote: All affirmative

Motion: Sharon Moore – Approve the recommended changes to the bylaws as amended by the prior motions and votes at this meeting

Second: Eric Hepburn

Discussion: There was no further discussion

Vote: Affirmative – 97, Negative – 6

The President thanked all who were in attendance for participating in this holy work of the church. She encouraged those who might be interested in church leadership to contact the nominating committee.

A member noted that she believed that the Social Action Committee should still involve the congregation in selecting recipients as other ways of social giving are identified and noted that assistance from church members will be needed to maintain the church grounds given the approved budget cuts for this purpose.

A membership committee member encouraged people who are interested in leadership to contact the committee and noted that all are invited to an open forum on this topic on January 13, 2010.

The President again thanked those in attendance for their participation and careful thought and adjourned the meeting at 2:55 p.m.

First Unitarian Universalist Church of Austin

Bylaws

FIRST UNITARIAN UNIVERSALIST CHURCH OF AUSTIN

BYLAWS

Adopted February 24, 1955

Amended: May 5, 1963, November 12, 1967, April 27, 1969, April 25, 1971, May 12, 1972, May 6, 1973, April 28, 1974, April 27, 1980, April 15, 1984, April 26, 1987, April 23, 1989, December 5, 1993, May 1, 1994, April 30, 1995, December 7, 1997, February 21, 1999, May 4, 2003, May 1, 2005, December 11, 2005, May 6, 2007, December 14, 2008, May 3, 2009, December 13, 2009, and May 16, 2010.

ARTICLE I: NAME

The name of this organization shall be First Unitarian Universalist Church of Austin.

ARTICLE II: AFFILIATIONS

The church shall be a member of the Unitarian Universalist Association and of the Southwestern Unitarian Universalist Conference or their successors.

ARTICLE III: PURPOSE

Founding Vision (Adopted circa 1959)

The purpose of this church is to encourage and practice the Unitarian principles of individual freedom of belief, discipleship to advancing truth, the democratic process in human relations, and universal brotherhood and sisterhood, undivided by nation, race, or creed.

Current Vision (Adopted May 4, 2003)

As an inclusive religious and spiritual community, we support each individual's search for meaning and purpose, and join together to help create a world filled with compassion and love.

Mission Statement (Adopted May 4, 2003)

Our mission is to:

- Create and sustain a joyful, caring, involved church community;
- Promote intimacy, support and fellowship to foster the individual spiritual and emotional growth of our members;
- Offer inspirational and challenging worship services;
- Provide ritual and ceremony for rites of passage;
- Provide progressive religious education for all ages;
- Enrich our community through music, drama and the arts;
- Empower and encourage members toward social and civic leadership;
- Share our values and gifts with the larger community;

- Strive to create a more diverse church community.

ARTICLE IV: MEMBERSHIP

Section 1: Method of Joining

Full voting membership in this church is open to any person 18 years or older who accepts the general purpose and programs of this church. There shall be no creedal requirements for membership. Signature in the membership book and a contribution of record are the basic requirements. The date of membership is the date of signature in the membership book; membership becomes official when acknowledged by the Board of Trustees.

Section 2: Requirement for Voting

Individuals who have been members of the church for 30 days or more and who have (as an individual or part of a family unit) made a recorded financial contribution during the last ~~18~~12 months and at least 30 days prior to the meeting, have the right to vote at all official church meetings.

Section 3: Associate Membership

Any individual who has signed the membership book and who has not made a recorded financial contribution in ~~18~~12 months, unless the Board of Trustees decides otherwise, will be designated an associate member.

Section 4: Youth Membership

Individuals 12 through 17 years of age also become members as described in Section 1. They are not included in the church population count. These members are eligible to vote at official meetings on all but financial considerations.

Section 5: Termination of Membership

Any member who chooses to resign from the congregation may do so by notifying the Board of Trustees in writing. Members who have moved away permanently or ceased to participate in Church affairs may, by action of the Board of Trustees, be deleted from the membership list after an effort to determine their wishes has been made.

Section 6: Restoration of Membership

Restoration of membership will occur when an Ex member signs the membership book, makes a contribution of record, and is approved by the Board of Trustees.

ARTICLE V: CONGREGATIONAL AUTHORITY

The ultimate governing power of this church resides in its members who may, after action taken at a properly authorized congregational meeting held in accordance with these bylaws, instruct the Board of Trustees as to their will.

ARTICLE VI: BOARD OF TRUSTEES

Section 1: General Duties of the Board of Trustees

The Board of Trustees has the authority between congregational meetings to conduct the business of the church. This includes, but is not restricted to, the conduct of its business affairs, the management of its property, the responsibility of a periodic audit, the control of its administration, the establishment of the covenant with its minister, the review of the bylaws, and the coordination of its programs, except as otherwise restricted by these bylaws.

Section 2: Composition of the Board of Trustees

The Church Board of Trustees, all of whom shall be voting members of this church, shall consist of the following:

- A. Six Trustees who shall serve staggered terms of three years each. Two Trustees shall be elected at the spring semi-annual congregational meeting.
- B. The President, Vice-President, Treasurer, and Secretary, who shall be elected for one-year terms at the spring semi-annual congregational meeting and who shall become Board of Trustees members by virtue of their offices.
- C. A youth trustee member who shall be elected by the Youth Programming Committee, or its successor, to serve for a term of one year.
- D. The immediate past President, the Senior Minister, and the Executive Director shall serve as ex officio members of the Board of Trustees, and may not vote or make motions. In the event of vacancy of any of these ex officio positions, the Board of Trustees shall have the discretion to appoint interim ex officio members.

Section 3: Vacancies and Term Limits

Board of Trustees vacancies occurring between annual meetings shall be filled by a majority vote of the Board of Trustees after consultation with the Nominating Committee. No person may serve more than six consecutive years without an absence of one year. This six-year term limit applies only to the time spent serving on elected, full terms as officer or other Board member. Time spent finishing out another individual's uncompleted term does not count toward the six-year limit.

Section 4: Expenditures

On adoption of the budget, no expenditure exceeding the annual budget shall be made unless by official vote of two-thirds of the members attending a congregational meeting or by three-quarters vote of the Board of Trustees present at a regular or special meeting. A vote by the Board of Trustees to expend or to encumber capital funds cannot exceed \$10,000 per annum. Withdrawals from and expenditures of Memorial Savings Fund/Endowment Fund monies may only be made in accordance with the Financial Asset Management Policy and the policy governing the Memorial Savings Fund.

Section 5: Use of Church Buildings and Facilities

The Board of Trustees shall establish regulations governing the use of buildings and facilities and property of the church by members as well as by outside groups.

Section 6: Meetings

The Board of Trustees shall meet monthly on a regular prescribed date. Additional meetings of the Board of Trustees may be called by the President or any three of its members. Notice shall be given to the Trustees of the time and purpose of any such special meeting. A majority of the Trustees shall constitute a quorum. Except for a vote to exceed the annual budget, which shall require a three-quarters vote, all actions of the Board of Trustees shall be by majority vote of those present. Any member of the church is entitled to attend any Board of Trustees meeting except Executive Sessions.

The Board may hold Executive Sessions only for the purpose of considering personnel matters, real estate transactions, or possible litigation. The Board of Trustees will regularly report major decisions to the congregation by announcements in the newsletter. Board minutes will be available on the church bulletin board.

Section 7: Absence from Meetings

Three absences from regular meetings by a Board of Trustees member without prior notification shall be considered resignation from the position.

ARTICLE VII: OFFICERS

Section 1: President

The President shall be the executive officer of the church; exercise all the functions usually pertaining to the office of president of a non-profit corporation; such functions may include the signing of deeds, mortgages, notes, bonds, contracts or other instruments authorized by the congregation to be executed, except as may otherwise be delegated by the Board to some other officer or agent of the congregation; preside at meetings of the congregation and the Board of Trustees; convene the Nominating Committee in June; be an ex-officio member of all committees except the Nominating Committee when it is sitting for the purpose of making nominations for elected positions.

Section 2: Vice-President

The Vice-President shall assume the duties of the President in the absence of the President, convene the committee councils, and perform other duties assigned by the President or Board of Trustees.

Section 3: Secretary

The Secretary shall keep minutes of all Board of Trustees meetings and congregational meetings of the Church and maintain the Policies and Procedures as adopted by the Board. The Secretary shall issue all notices and conduct the correspondence of the Board of Trustees, as directed by the President and these bylaws. The Board may appoint the position of assistant secretary to assist the secretary with these duties as needed.

Section 4: Treasurer

The Treasurer shall be responsible for the receipt and safe-keeping of all money and other property of the church entrusted to the Treasurer's care; disbursing the same under the direction and to the satisfaction of the Board of Trustees; keeping a complete account of the finances of the church upon books which shall remain the property of the church and which shall be open for inspection by the Trustees at any time; rendering a current statement at each regular meeting of the Board of Trustees and at each congregation meeting; maintaining a current list of voting members of the

church; and bringing necessary records to congregational meetings to resolve any questions concerning membership status. The execution of these duties may be delegated by the Board to some agent or staff of the congregation. The Board may appoint the position of assistant treasurer to assist the Treasurer with these duties as needed. The Treasurer may be bonded at the expense of the Church and shall serve as ex-officio member of the Finance Committee.

Section 5: Executive Committee

The President, Vice-President, Secretary and the Treasurer shall constitute the Executive Committee. The Board of Trustees may, by majority vote, give specified decision-making authority to the Executive Committee. Between the meetings of the full Board of Trustees, the Executive Committee has authority to take action deemed necessary to carry out the policies and decisions of the Board of Trustees.

ARTICLE VIII: CONGREGATIONAL MEETINGS

Section 1: Fiscal Year

The fiscal year shall be the same as the calendar year.

Section 2: Spring Semi-Annual Meeting

The election of officers and members of the Board of Trustees and the election of the Nominating Committee, as well as the transaction of other business shall take place at the spring semi-annual congregational meeting of the church. The time and place of the meeting shall be set by the Board of Trustees. The Nominating Committee will present a recommended slate of candidates at the meeting.

Section 3: Fall Semi-Annual Meeting

The adoption of the annual church budget and the transaction of other business shall take place at the fall semi-annual congregational meeting of the church. The time and place of the meeting shall be set by the Board of Trustees.

Section 4: Special Meetings and Petition Right

Special congregational meetings may be called

- A. by the President of the Board of Trustees,
- B. by at least three members of the Board of Trustees, or
- C. by petition. The President or another member of the Board of Trustees shall call a meeting within three weeks of receiving a written request signed by no fewer than 20 percent of the voting members. The questions or issues to be discussed shall be on the original petition and on the agenda for the meeting.

Section 5: Notice of Membership Status

A list of voting members compiled by the Treasurer shall be posted on the church bulletin board at least two Sundays prior to congregational meetings. This list shall be subject to correction up to the time of the meeting when supporting proof is provided for the requested changes.

Section 6: Notice of Meetings

Notice of the time and place of any meeting shall be mailed, e-mailed, or otherwise effectively and reliably transmitted to the members, and shall be posted on the Church bulletin board at least 20 days prior to the meeting day. Notice of the spring semi-annual meeting shall include the

recommendations of the Nominating Committee for officers and members of the Board of Trustees and the nominations for the Nominating Committee. Notice of the fall semi-annual meeting shall include the proposed budget.

Section 7: Terms of Office

All terms of office shall begin on June 1.

Section 8: Agenda

Notice of the congregational meetings shall list other business to be considered. Matters not listed in the meeting notice will be considered for discussion only and shall follow termination of listed business. If the Board of Trustees by majority vote determines that an emergency necessitates a special congregational meeting, notice of the meeting shall be mailed, e-mailed, or otherwise effectively and reliably transmitted to the members at least seven days prior to the meeting or given by telephone at least three days before the meeting date.

Section 9: Quorum

Ten percent of the voting members shall constitute a quorum.

Section 10: Procedure

Unless otherwise specified herein, the procedure for any congregational meeting is to be governed by such rules of order as are adopted at the meeting. In absence of specific enactment to the contrary, and where the bylaws are silent, Robert's Rules of Order, Currently Revised shall govern. Absentee voting and votes by proxy or by attorney shall not be accepted.

ARTICLE IX: ELECTIONS AND APPOINTMENTS

Section 1: Selection of Nominating Committee Members

The Nominating Committee shall consist of five voting members of the church, two appointed by the Board of Trustees, and three elected by the congregation. The three elected members will serve staggered three-year terms, with one member elected at each semi-annual spring meeting of the congregation. The Board of Trustees will appoint two members at the April Board meeting to serve one-year terms. Nominations for the three elective members of the committee shall be delivered to the Secretary of the Board of Trustees and posted on the Church bulletin board at least 20 days prior to the meeting. In the event of a vacancy on the Nominating Committee, the Board of Trustees shall select a replacement.

Section 2: Nomination and Election Procedures

In order to carry out its responsibility, the Nominating Committee will receive from the Treasurer a current list of voting members. The Board Secretary shall provide the Nominating Committee with a list of Board of Trustee and committee positions to be filled. No recommendations or nominations should occur without consent of the person nominated or recommended. The committee shall elect its own chair. Meetings of this committee are closed.

- A. Nominations for the Board of Trustees: Every voting Church member shall have the right to present his or her name or that of any other voting member for consideration for nomination by the Nominating Committee as a candidate for elective office. The committee shall submit to the Secretary of the Board of Trustees a slate of nominations for positions to be voted on by the congregation at the spring semi-annual meeting. These nominations shall include those for Trustee positions on the Board of Trustees and for President, Vice-President, Secretary and

Treasurer. These names shall be submitted in sufficient time to enable the Secretary to post nominations on the Church bulletin board at least 20 days prior to the meeting date and to publicize them along with the notice of the meeting to members not less than 20 days prior to the spring semi-annual meeting.

- B. Recommendations for Committee Chairpersons: Except as otherwise provided in these bylaws or the Policies and Procedures, the Nominating Committee is responsible for recommending names of chairpersons for church committees as listed in the current policies and procedures. The Nominating Committee shall present a slate of recommended committee chair candidates to the Board of Trustees for approval prior to the spring congregational meeting.
- C. Recommendations for committee members: The Nominating Committee is responsible for recommending names of certain members of the Nominating Committee, as otherwise specified in these bylaws, and members of the Committee on Ministries. The Nominating Committee shall submit to the Secretary of the Board of Trustees a slate of recommended committee member candidates to be voted on by the congregation at the spring semi-annual meeting.
- D. The Nominations for Trustees, Officers, and Nominating Committee and Committee on Ministries members may also be made by petition signed by at least five voting members, filed with the Board Secretary at least 14 days before the meeting date with the prior consent of the nominee to serve if elected. Such consent must be made in writing and filed with the Nominating petition.

ARTICLE X: COMMITTEES AND CHURCH AFFILIATED ORGANIZATIONS

Section 1: Establishment of Committees

The Board of Trustees shall establish and charge such committees and task forces, as it deems necessary for the conduct of the church's business and programs. Committees duly established and charged may appoint sub-committees and task forces, which are represented by their parent committee. Committees and task forces may be abolished or consolidated by vote of the Board of Trustees.

Section 2: Committee Membership and Chairs

Except as otherwise provided in these bylaws or the policies and procedures, membership of all committees is open to all interested persons. The chairperson of a committee must be a voting member of the church. Except as otherwise provided in these bylaws, committee chairs are appointed by the Board of Trustees on recommendation by the Nominating Committee.

Section 3: Church Affiliated Organizations

Organizations whose activities and practices are consistent with those of the Church may be recognized by the Board of Trustees as "Affiliated Organizations." Members of this church wishing to form an Affiliated Organization must submit a written petition to the Board of Trustees. These organizations are responsible to the Board of Trustees, which has the authority to revoke affiliation of any organization which no longer conform to the guidelines established in the current policy and procedures.

ARTICLE XI: MINISTER

Section 1: Selection

In the event of a vacancy in the position of minister, the Board of Trustees shall appoint a committee of at least nine persons to assist it in the selection of a candidate for this position. Upon

nomination by the Board of Trustees, election to the position of minister shall be by an affirmative vote of two-thirds of the members of the church present and voting at a regular or special meeting.

Section 2: Tenure

The tenure of the minister shall be indefinite.

Section 3: Resignation

In the event that the minister resigns, he or she shall give the church not less than three months' notice, unless the Board of Trustees shall waive this requirement.

Section 4: Termination

A majority vote of those present and voting at a called meeting of the membership shall be necessary to the minister's dismissal. Three months' notice of termination of tenure shall be given.

Section 5: Authority

The minister shall have full authority over all regular or special services held in the church during his or her period of ministry of the church.

Section 6: Records

The minister shall keep the records entrusted to his or her care up to date and shall surrender these to the Secretary upon request, or at the termination of his or her ministry to the church.

Section 7: Church Committees

The minister shall be an ex-officio member of all church committees except the Nominating Committee, and the Personnel Committee when it is sitting to discuss salaries.

ARTICLE XII: DISPOSITION OF PROPERTY

In the case of dissolution of the church, all of its property, real and personal, after paying all just claims upon it, shall be conveyed to and vested in the Unitarian Universalist Association or its legal successor, and the Board of Trustees of the church shall perform all actions necessary to effect such conveyance.

ARTICLE XIII: POLICY AND PROCEDURES

These bylaws are supplemented by policies and procedures adopted by the Board. These policies and procedures shall be maintained by the Secretary and reviewed periodically by the Board of Trustees.

ARTICLE XIV: AMENDMENTS

These bylaws may be amended or repealed at any business meeting by a two-thirds vote of the members present and voting. Notice of any proposed change shall be contained in the call to the meeting.

Financial Asset Management Policy¹

~~Date of Board Approval: October 16, 2007~~

Purpose:

To provide formal and sophisticated financial management controls in cash flows and investments for the First Unitarian Universalist Church of Austin.

Financial Asset Management Guidelines

To realize long-term capital appreciation and generation of income, the financial asset management guidelines shall be the following:

- To invest in mutual funds or Exchange Traded Funds (ETF) not individual securities;
- To seek professional (independent) assistance on investments;
- To give weight to avoiding investing in companies ineligible for investment by the Unitarian Universalist Association's endowment fund;
- To establish an Investment Committee that will work with independent advisors, but retain with the Board of Trustees the responsibility for overall financial asset management policies.

~~This Resolution~~

~~These Guidelines~~ specifically mandates the development and implementation of a membership approved Financial Asset Management Policy.

Financial Asset Management Policy

The following Financial Asset Management Policy shall be the operational document for carrying forth the Memorial ~~Endowment~~Savings Fund² Resolution, the Permanent Endowment Fund Resolution and the Financial Asset Management Guidelines.- Such policy has been approved by the Board of Trustees and is recommended to the membership for approval. Because of its importance, the Board of Trustees recommends that this policy statement be reviewed and approved by the Church membership at two consecutive regularly scheduled Congregational Meetings.

Financial Assets and Records

The ~~overwhelming~~ majority of income received by the Church is contributed ~~/~~or donated by its members and friends. Though most often made in the form of cash or check, these donations have been and could be made in many other forms, e.g., stocks, bonds, mutual

¹ Incorporates Amendments creating a new Permanent Endowment Fund and adding information about the Murr Fund, approved by congregation at 12-02-2007 and 05-04-2008 Congregational Meetings.

² The Memorial Savings Fund was formerly known as the Memorial Endowment Fund.

fund shares, real property, life insurance policies, etc. All forms of income to the Church are subject to the controls of this Policy Statement.

~~Typically the~~The only other source of meaningful income for the Church has been the rental received for the use of the building and parking lot by outside organizations. ~~This income is expected to be less than 15% of the Church's annual budget.~~ All such earned, and all other, Church income is also subject to the controls of this Policy Statement.

The cash value of all contributions, rental receipts, and any other income received by the Church is to be recorded in the Church's financial records. No person may approve or agree to any form of financial transaction, receipt or disbursement in the name of First Unitarian Universalist Church of Austin without that transaction being fully and truly recorded in the Church's financial records.

If individual company securities are contributed to the Church, they shall be sold within eight weeks, with the proceeds being added to the appropriate Church accounts.

~~The~~To the extent practicable, the Church's financial records shall be maintained on an accrual basis ~~to the extent practicable~~ and in accordance with generally accepted accounting principles.

The Church's financial records shall be subject to an review by an independent audit committee as required and directed by the Board of Trustees..

Assignment of Income

The cash value of all income received by the Church, no matter the type of financial asset, must be recorded in the Church's financial records as designated for one of the following:

Operations Fund: the normal day-to-day income and expenditures fund for the continuing operation of the Church; ~~pledged.~~ Pledged and Sunday plate contributions and rental receipts comprise most of the income for this Fund, but there are ~~also~~ other lesser income sources as well.; The Church's annual Operations Fund Budget approved by the membership at the ~~Fall~~fall semi-annual meeting controls the expenditures from this Fund.

Restricted Funds: any of a number of special funds through which contributions are sought and expenditures made for specific designated purposes, e.g., Facilities Enhancement Fund, Religious Education Fund, Senior High Fund, Social Action Fund, etc.; ~~the ..~~ The establishment of a new Restricted Fund can only be authorized by the Board of Trustees.

~~Annually the~~The Board of Trustees shall review annually the status of each Restricted Fund and close any such fund which is no longer needed or has been inactive for two consecutive years. The Board of Trustees shall designate where any balance remaining in a Restricted Fund that is being closed shall be credited.

Memorial Savings Fund ~~(formerly known as the Memorial/Endowment Fund):~~ a Restricted Fund established by Resolution of the Church membership for the purpose of

providing a growing foundation of financial stability for the long term financial health and continuity of the Church, the principal and income from which **may** be used to supplement the annual operating budget or for other purposes as set forth in the Resolution creating the Memorial Savings Fund and in this Policy.

Murr Fund: a Restricted Fund established from a donation by a member for the benefit of the Church music program, as follows: the fund balance is reviewed on December 31 each year and 3% of the balance at that time is computed and may be used by the music program at the discretion of the Director of Music at any time during the following year.

Permanent Endowment Fund: a Restricted Fund established by Resolution of the church membership for the purpose of providing a permanent and growing foundation of financial stability for the long term financial health and continuity of the Church, the principal of which **may not** be used to supplement the annual operating budget of the church except under extreme circumstances as set forth in the Resolution creating the Permanent Endowment Fund and in this Policy, and the income and appreciation from which may be used only as set forth in the Resolution creating the Permanent Endowment Fund.

Typically, contributors to the Church indicate which of the above funds their contributions are for. In all cases, these designations shall be honored.

From time to time, contributions without designation or with an imprecise designation are received. It shall be the responsibility of the Church Treasurer, or the Treasurer's representative, to decide which fund, or funds, will be credited with these contributions. In the case of relatively large such contributions, or if there is a reasonable basis for uncertainty, the Treasurer shall consult with the contributor and/or the Board of Trustees before making a final determination. All contributions indicating that the contribution is for an "endowment" fund shall be deposited to the Permanent Endowment Fund, whether or not the designation uses the precise name of the Fund.

Distributions from the Memorial Savings Fund

Since the purpose of the Memorial Savings Fund is to assure the long range financial future of the church and to help the church manage and survive financial emergencies, the Church shall have policies and procedures in place to limit annual distributions to a set percentage of total reserves. Church policies and procedures shall also make clear that other distributions or loans from the Memorial Savings Fund would occur only in rare and extreme circumstances and that any such distribution or loan would require a two third affirmative majority vote of members present and voting at two consecutive regular scheduled meetings of the Congregation.

Distributions from the Permanent Endowment Fund

Since the Permanent Endowment Fund is established as a fund to preserve the principal of permanent gifts made to the Church, and to further the mission of the Church, apart from the general operation of the congregation, through distributions only of income and appreciation of fund assets, distributions from the Permanent Endowment Fund shall be governed according to the Resolution to Implement the First Unitarian Universalist Church

of Austin permanent Endowment Fund and the policies and procedures enacted pursuant to that Resolution.

Operations Fund Reserve

Twelve-month forecasts of income and expenditures cannot reasonably be expected to ~~predict reality be~~ precisely accurate predictors. Therefore, it shall be the practice of the Church to record and carry forward each fiscal year an Operations Fund Reserve. (This is a calculation, not a balance sheet line item.) This carried forward reserve is the cumulative difference between actual Operations Fund receipts and actual Operations Fund expenditures for all prior years. Note: using accounting terminology, the Operations Fund Reserve is defined as "Total Operations (and Restricted) Fund assets, less any Restricted Fund Equity Balances, less Fixed Assets (net of Accumulated Depreciation), less Liabilities (other than those secured by Fixed Assets), less other major known encumbrances or obligations which are not yet recorded in the financial statements, net of liabilities, excluding fixed assets and mortgage."

When adopting a budget for a new fiscal year, it shall be the policy of the Church not to allow the Operations Fund Reserve projected for the end of the new year to exceed, either positively or negatively, one-twelfth of the new year's Operations Fund expenditure budget. If the projected Reserve is positive and exceeds one-twelfth of the proposed new year's budget, the excess shall be transferred in the Church's financial records to the Memorial Savings Fund during February of the new fiscal year. If the projected Reserve is negative and greater than one-twelfth of the proposed new budget, then next year's budget must be revised such that this limit will not be exceeded.

If the projected Reserve is negative and less than one twelfth of the operating budget, then the upcoming budget must eliminate the negative balance within the next two years.

Restrictions on Operations Fund Budget

A deficit budget can only be adopted by a vote of three quarters of the present and voting members of the congregation, at a congregational meeting.

Unanticipated expenses: The Board after receiving recommendations from the Finance Committee may allocate up to \$10,000 per year for unanticipated expenses.

Unanticipated Budget Shortfalls: If during the year the Board as advised by its designee(s) ~~estimate~~estimates that a shortfall is projected to be greater than one twelfth of the proposed budget, then the designee(s) shall make recommendations to the Board for specific actions to address the shortfall. The Board has full authority to take unilateral actions to address the shortfall to bring the Operations Fund Budget back into alignment.

Church Accounts with Financial Institutions

All Church financial assets other than real property shall be deposited with reputable financial institutions which provide regular, clear, informative, and auditable reports. The Treasurer shall maintain for the Church one or more checking accounts and one or more

investment accounts. These accounts must provide convenient and auditable electronic funds transfer services amongst them.

The primary checking account shall be the day-in, day-out account for receiving deposits and against which authorized expenditure checks are written. The cash balance in this account shall be maintained between one-quarter and three-quarters of one month's average expenditure as forecast in the current year budget. All other financial assets, except the assets of the Murr Fund and the Permanent Endowment Fund, shall be retained as an investment pool in the Church investment account or accounts. The assets of the Murr Fund and the Permanent Endowment Fund shall be held in ~~a~~ separate investment accounts, invested pursuant to the guidelines set forth in this Policy for the investment of other church assets.

The Church Board of Trustees shall, from time to time, promulgate procedures and signature authorizations required for making approved Church expenditures, transferring Church funds between accounts, and investing Church funds in accordance with this Policy.

Investment Guidelines for Investment Pool, Murr Fund and Permanent Endowment Fund

The fundamental objective in managing the Church's investment pool shall be to realize income and growth at rates commensurate with overall United States of America financial marketplace performance. The Church shall not expend money or effort attempting to outperform average marketplace results.

To achieve this fundamental objective, marketplace history makes it clear that a substantial portion of the Church's investment pool will, much of the time, be invested in equities. However, it shall be the policy of the Church not to hold stock in individual companies. If individual company stocks are contributed to the Church, they shall be sold within eight weeks with the proceeds being added to the appropriate Church accounts. All equity investments shall be made through mutual funds and Exchange Traded Funds. ~~The church shall not sell any investment instruments short, purchase hedge funds, or deal in options.~~

It shall be the policy of the Church to work with and through an experienced, professional broker/advisor/money manager who shall provide market analyses, investment pool allocation recommendations, and specific investment vehicle recommendations that are in accord with this Policy Statement. The intent here is to work with a professional who will provide long-term continuity and stability in overseeing and protecting the Church's investments. Members of the Church are specifically prohibited from filling this professional advisor role.

It is anticipated, but not required, that the Church Board of Trustees will delegate responsibility for working with the professional advisor and overseeing the investment pool management to an Investments Subcommittee of the Finance Committee. However, the Board of Trustees bears the ultimate fiduciary responsibility for assuring that this Policy is adhered to in all its particulars.

Assignment of Investment Pool Interest/Dividends & Gains/ (Losses)

The investment pool will earn interest and dividends, and, at any point in time, will have realized and/or unrealized gains/ (losses). As specified in the Resolution Establishing A Memorial/~~Endowment Savings~~ Fund, it shall be the policy of the Church to credit in the Church's financial records all such interest, dividends, gains, and losses to the Memorial/~~Endowment Savings~~ Fund, ~~now renamed the Memorial Savings Fund~~. This policy results in all investment pool monies from the Operations Fund and Restricted Funds being included in the investment pool on a "no risk, no gain or loss" basis. (Note: interest earned in the checking account, if any, shall be credited to the Operations Fund.)

Murr Fund and Permanent Endowment Fund Interest/Dividends & Gains (Losses)

The Murr Fund and the Permanent Endowment Fund will each earn interest and dividends, and will have realized and/or unrealized gains/losses. It shall be the policy of the Church to credit all interest, dividends and gains and losses gained by a Fund to that particular Fund.

Amendment of this Policy

This Financial Asset Management Policy may be amended by action initiated by the Church Board of Trustees, in consultation with the Finance Committee. and approved by a majority of the Church membership attending two consecutive regularly scheduled membership meetings.

Appendix: Background and History of the F.A.M.P.

The Financial Asset Management Policy (F.A.M.P.) was created in the mid-1990s to establish a strong investment strategy with adequate and appropriate oversight.

The F.A.M.P. was originally approved by the Board of Trustees on February 3, 1998. Amendments were approved by the Board of Trustees on February 15, 2005, and were approved by the congregation on May 1, 2005 and December 11, 2005.

The F.A.M.P. has been revised Jan14 1997; Feb 3 1997; Feb17 1997; Nov 3 1997, May 1 2005, Nov 11 2005, Dec 11 2005, May 6 2007, October 11, 2009.

The latest Final Congregational Revision Approval was October 16, 2007.

The current revisions to this policy were completed October 11, 2009 and will be considered for a Congregational vote in December 2009.

Investment Fund History

On May 4, 1997, and December 7, 1997, the membership of the First Unitarian Universalist Church of Austin adopted a Resolution Establishing a Memorial Endowment Fund – since

renamed the Memorial Savings Fund – which formalized a long-standing Church practice of setting money aside in a memorial fund.

In addition to the Memorial Savings Fund, the church added a Long Range Fund specifically to serve as seed money for a Capital Fund Campaign to enlarge and update the church building. Other funds have been created specifically to provide funds for specific purposes.

At duly called meetings in December 2007 and May 2008, the Congregation approved creation of a new fund entitled the Permanent Endowment Fund, to function as a true endowment fund, of which the principal is held virtually inviolate. To avoid confusion, the Congregation approved renaming the original Memorial Endowment Fund to the “Memorial Savings Fund”.

Memorial Savings Fund³

Date of Original Board Approval: May 4, 1997

Date of Latest Revision Approval: October 11, 2009

Purpose of the Memorial Savings Fund

The purpose of the Memorial Savings Fund is to provide a growing foundation of financial stability for the long-term financial health and continuity of the Church.

Contributions to the Memorial Savings Fund

- As of the date this Resolution is formally adopted, all financial assets shown in the Church's official financial records as being restricted to, or designated for, the prior Memorial ~~Savings~~Endowment Fund, shall be instantly incorporated within the financial records of the Memorial Savings Fund established by this resolution.
- Any property of any kind left, given or conveyed to the church for its Memorial Savings Fund, or transferred by its governing bodies to its Memorial Savings Fund, shall be held as part of the Memorial Savings Fund and managed and used as herein provided.
- The Church Board of Trustees may refuse to accept any property offered as contributions to the Memorial Savings Fund that are considered by them to be of a burdensome character.

Management of the Memorial Savings Fund

- Consistent with its purpose, the primary intent in managing the Memorial Savings Fund is to have it grow over time through contributions, wise investment, and limited withdrawals.
- The Board of Trustees shall recommend to the Church membership a Financial Asset Management Policy (FAMP), outlining general objectives to be used in managing and investing the Memorial Savings Fund and other church assets. Upon approval by a majority of the church membership attending a regularly scheduled membership meeting, this FAMP shall be official church policy.

³ Formerly the Memorial Endowment Fund

- To aid in accomplishing the purpose of the Memorial Savings Fund, and in its management, the Board of Trustees may from time to time, appoint such committees from their own membership or the membership of the church as the trustees deem desirable.
- For investment management purposes, the Board of Trustees may combine the Memorial Savings Fund assets with the other Church assets available for short- or long-term investment. However, all dividends interest and realized or unrealized gains or losses generated by the investment poll shall be credited to the Memorial Savings Fund.
- Accurate accounting records must be kept, showing all transactions relating to the Memorial Savings Fund. At the Fall semiannual membership meeting of the Church, the Board of Trustees shall furnish a written statement showing the content and market value of the Memorial Savings Fund assets as of the last business day of the preceding September, and all Memorial Savings Fund receipts, disbursements and realized or unrealized gains/losses, for the preceding year through the end of September.
- The Board of Trustees may hire counsel, agents, brokers or consultants as in the judgment of the Trustees may be necessary to manage properly the Memorial Savings Fund assets. Costs for any such professional assistance shall be borne by the Memorial Savings Fund.

Use of the Memorial Savings Fund

1. With the approval of the Church membership at its Fall-annual meeting, the Board of Trustees may budget the transfer of money from the Memorial Savings Fund into the Operations Fund of the Church for the succeeding fiscal year. However, the amount that may be transferred under this provision is limited to a maximum of 5-1/2 percent (5.5%) of the Memorial Savings Fund market value on the last business day of September preceding the fiscal year in which the transfer is to take place. An approved budget transfer of Memorial Savings Fund money into the Church Operations Fund shall be made in the Church's financial records during January of the budgeted year.
2. To expend for any purpose any amount from the Memorial Savings Fund greater than provided by Section 1 above, the approval of a majority of the Church membership attending two consecutive regularly scheduled membership meetings is required.
3. In no case may the value of the Memorial Savings Fund be reduced through withdrawals permitted by Section 2 above, to less than two hundred fifty thousand (\$250,000.00).

Final Disbursement of the Memorial Savings Fund

The membership of the Church intends that the Memorial Savings Fund will be irrevocable and perpetual. In the event the First Unitarian Universalist Church of Austin is merged into or consolidated with any other body, or if its name or organizational structure shall be changed, such successor or continuing organization or body shall control the Memorial Savings Fund created hereby. In the event the First Unitarian Universalist Church of Austin ceases to exist, the Memorial Savings Fund shall be distributed as directed by the Church's Bylaws. In all such cases, it shall be distributed consistent with the requirements of Section 501-c-3 of the Internal Revenue Code.

Amendment of this Memorial Savings Fund Resolution

This Resolution must be adopted and may be amended by majority vote of the Church membership attending two consecutive regularly scheduled membership meetings, provided that no amendment shall be made which shall in any manner affect the general purposes of the Memorial Savings Fund as provided herein, and provided that no such amendment shall in any manner adversely affect the tax exempt status of the Memorial Savings Fund and the First Unitarian Universalist Church of Austin under the laws of the United States of America or the State of Texas.

Nominating Committee Leadership Slate May 2010

Candidates to be approved by the congregation

Officer And Trustee	Nominees
President	Eric Stimmel
Vice President	Chris Jimmerson
Secretary	Klondike Steadman
Treasurer	Kae McLaughlin
Trustee 2010-2013	Eric Hepburn
Trustee 2010-2013	Susan Thomson

Trustees Serving Out Terms (Not up for election, already approved by congregation in prior years)

Ex-officio Past President	Nell Newton
Trustee 2009-2012	Margaret Borden
Trustee 2009-2012	Brendan Sterne
Trustee 2008-2011	Michael West
Trustee 2009-2011	Laura Wood
Youth Trustee	Aaron Osmer (on a different schedule for changing Trustee)

Nominating Committee Nominees

2009-2011	Tyler Anderson
2009-2012	Mike LeBurkien
2010-2013	Linda Buehlmann

Candidates to be appointed by the board

Nominating Committee Suggestions for Board Appointees

Nominating Committee 2010-2011	Amy McFadden
Nominating Committee 2010-2011	Sandra Ries
Congregational Care	Pat Walters
Memorial Services	Rose Ann Reeser
Denominational Affairs	John Keohane
Facilities	John Payne and Charles Galloway
Alternate Space Gallery	Genie Martin & Jane Parsons
Bookstore	Melanie Walter-Mahoney
Flowers and Indoor Plants	Barb Denny
Grounds	Paige Hill
Library	Stephanie Canada & Andi Windham
Media	Tom Martin & Becky Moon
Fellowship Committee	<i>Currently not active</i>
Finance Committee	Stephan Windsor
Green Sanctuary Committee	Sylvia Pope
Human Resources Committee	Sheila Gladstone
Information Tech Website Team	Andi Windham
Information Tech Help Desk	Dave Matthis
Long Range (Strategic) Planning	<i>Recommend that the board add it to the inactive list</i>
Membership Committee	Jacob Williamson & Cyndi Loudon
Usher Greeter	Kitty Traylor
Sharing Suppers	Linda Buehlmann
Public Affairs Forum Committee	Cris Cunningham & David Kobierowski

Religious Education Committees

Adult Religious Education Mike LeBurkien
Children's Program..... Vicky Bailey-Miller
Social Action Committee Corinna Whiteaker-Lewis & Eric Hartman
Stewardship Committee Bill Edwards
Endowment Fund Rose Ann Reeser
Memorial Butterflies Rose Ann Reeser
Worship Services Committee Carol Ginn

Currently Inactive Committees

Building Committee
Facilities sub-committee: Archives
PR, Marketing, and Advertising Committee
Youth Program Committee

A Covenant of Healthy Relations

As religious community, we promise:

To nurture the spiritual growth of people of all ages in our church.

To keep communications with one another direct, honest, and respectful in a spirit of compassion, love and trust.

To support our church with generous gifts of time, talent, and money in gratitude for the fellowship, joy and inspiration we receive.

To be present with others through life's inevitable transitions.

To make our church a safe place to express our deepest fears and our greatest joys.

To forgive ourselves and others when we fall short of expectations, showing good humor and the optimism required for moving forward and calling ourselves back into covenant.

To engage with the larger world to promote justice and peace.

We acknowledge and commit ourselves to the work of sustaining our beloved community, welcoming all in good faith and ministering to each other.

Thus do we covenant with one another.

Transition Team: Nancy Bene, Jim Burson, Michael Kersey, Wendy Kuo, Sharon Moore, Sylvia Pope, and Margaret Roberts. Interim Minister: Rev. Janet Newman

May 2010 Reports for Congregation
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REPORT ON THE INTERIM MINISTRY TO THE FIRST UU CHURCH OF AUSTIN, TX
by Janet E. Newman, Accredited Interim Minister

May 16, 2010

In this, my final report to the congregation, I will use the format that we Accredited Interim Ministers tend to employ when describing the process of interim ministry to curious congregants.

The specialty of intentional Interim Ministry is very future-directed, and the work I am doing with the First UU Church of Austin is no exception. During the time I have been on staff, since August 17, 2009 – but not on the payroll until September 1, 2009 -- I have found that the congregation has proceeded well with the transition it began during the first eight months of the year.

HONORING AND COMING TO TERMS WITH THE CONGREGATION'S PAST

One of the tasks that Interim Ministers are expected to do is to guide congregations in their coming to terms with its past – honoring its achievements and recognizing its conflicts and disappointments. My observation is that First UU did very well on the Time-Line project during its existence in October and November, posting many notes in the windows about the congregation's history, especially the events that brought pride and those that caused disappointment. In addition, the area for posting hopes and dreams for the church presented many intriguing ideas for the future. The Transition Team and I read every post-it and reflected deeply on the results of the Time-Line project.

On January 17, The Transition Team developed and presented a worship service based on what they understood about the congregation from the Time-Line project, and I followed up with my sermon titled "The Handwriting on the Wall, Revisited" on February 21. It is my hope that congregants found these reflections helpful in their continued self-examination.

ENCOURAGING NEW LAY LEADERSHIP

Another task that Interim Ministers seek to guide the congregation through is to encourage new leadership, lay and ordained. I am very encouraged by the efforts

of the Nominating Committee, begun before I arrived, to develop leadership by means of the three fall seminars that Michael Kersey conducted.

Presently, the Nominating Committee is sponsoring a 12-session curriculum titled "Harvest the Power." I had the honor of co-teaching a session with Lara Douglass, Director of Religious Education. There was a notable increase in the number of members who wished to serve in an elected or appointed position compared to former years. I have no doubt that the projects led by the Nominating Committee will continue to bear fruit.

In addition, I find that congregants' acceptance of my leadership as their minister this year has been constructive for the church and satisfying to me personally. I am sure that your future professional ministers will say the same thing.

I am also pleased that lay leaders are looking carefully at the structure of the committees and other bodies of the church in an effort to make them more effective and inter-related. In addition, the Board continues its progress toward a new style of governance, as indicated by Dr. Peter Steinke last winter. This new style will enable the Board to move forward with increased transparency, efficiency, better use of time and effort, and better connections on a deeper level with congregants.

CREATE A NEW IDENTITY FOR THE CHURCH

Work on the church's identity, vision, and mission also continues apace, another task that was assigned by Dr. Steinke in early 2009. I am glad to be part of the Bridge-Builders Action Plan which worked hard to put the plans for creating a new identity into practice. Congregants, by means of this spring's Bridge-Building explorations into the church's mission, vision, and values, are constructively creating a new identity for the church. This, too, is part of the Interim Ministry agenda.

HEALTHY RELATIONS WITHIN THE CHURCH COMMUNITY

Another factor that enables the church to be clear about its identity is the establishment of guidelines of healthy relations, or, in other words, a behavioral

covenant for the church. This fits with Dr. Steinke's assignment that the church develop healthy community.

The covenant for healthy relations, based on congregants' promises to one another and developed by the Transition Team, has as its goal a much more trusting membership. With increased trust and confidence in one another, congregational schisms are less likely to develop, misunderstandings are more easily cleared up, persons presume good intentions of one another, and systems function with more transparency and flexibility. In addition, newcomers to the church observe immediately how well members treat each other, and they seek to become part of such a caring, respectful, and energetic community.

By the time of the May 16 meeting, congregants will have had ample opportunity to read the proposed Covenant of Healthy Relations in the weekly paper bulletins, on the web site, and in the newsletter. They will have reflected on the benefits of such guidelines to the entire church, and they will be clear in their support.

STRENGTHENING TIES WITH THE ASSOCIATION AND BEYOND

The opportunity to renew connections with the Unitarian Universalist Association and beyond is one that many congregations in transition believe not relevant. However, it is during this very transition that the church relies on the resources of the Association and the district more than ever. I worked to guide a closer relationship with these entities, and I also continued to urge congregants to make use of local, district, and UUA conferences and other efforts.

The weekend workshop and Sunday service by Rev. Stephan Jonasson, the Director of Large Congregations for the UUA, was a very valuable experience for all who participated, and the results of those addresses and discussions will be clear in the church for years to come. Rev. Jonasson visited First UU Church as UUA staff, provided excellent materials and ideas for the paid and volunteer leadership, and was an example of the high quality of service that the church gets for its contributions to the Association.

Likewise, the visit from UUA Moderator, Ms. Gini Courter, was a great opportunity to learn more about the Association and its challenges during this

financial deep-freeze. Her influence reaches beyond local congregations, well into the interfaith movement.

When I meet with UU clergy colleagues from Central Texas every month, usually hosting our meetings here at the church, it offers the guest ministers an opportunity to experience the health and vibrancy of First UU Church.

At the end of April I participated in the Southwest District/Conference annual meeting in Plano, TX, and I took advantage of every opportunity with district lay leaders and clergy to let them know what excellent progress the church is making with its renewed energy and maturity. A positive buzz in the district will be very welcome.

When I attend General Assembly in June with a team of staff and elected lay leaders from First UU, there will be chances for all of us to spread the good news about the church, deflate any rumors that may be floating around, and correct any misperceptions that attendees may have. This positive talk can increase the attractiveness of the church to any clergy who may wish to be considered for the called ministry here. And it certainly will be a morale boost to the team to sing the praises of First UU of Austin!

ACCEPTING NEW PROFESSIONAL LEADERSHIP AND NEW DIRECTIONS

The result of all of the work of the interim period is to ready the congregation for new ordained leadership and new directions for the church. As First UU has had only eight months of intentional interim ministry, this goal is months away. However, leaders and congregants have made great strides toward readiness, and another year with another Accredited Interim Minister will enable a great deal of progress toward the goal of accepting new clergy leadership and new directions.

STEWARDSHIP AND FINANCES

One of the challenges to such a happy outcome is the philosophy and practice of stewardship at First UU. Although the organization of the fall campaign was the best in years, and the leaders worked very hard to achieve financial success, it was clear that the church is still adjusting to being a smaller congregation. Many

members pledged more, but there were fewer members to support the programs of the church. Such good organization and commitment as was exhibited in the campaign will certainly yield financial fruit as the congregation continues to regain its confidence and its pride in First UU.

Why should congregants be concerned about stewardship? At this time, especially, the Search Committee needs to be able to present a salary that is in the mid-point of the suggested salary structure. Offering a salary that is below mid-point will limit the number of ministers who find serving First UU an attractive prospect. The church requires a called minister who is highly competent in almost all areas of ministry, and such a minister will look for a salary at mid-point or higher.

TRUST VS ANXIETY

Although nearly 60 new members were welcomed from January 2009 through mid-February 2010, there is still some anxiety about the church's future among some congregants. In order for the church to be free to commit to new ordained leadership and direction, the congregation as a whole will need to proceed into the future with renewed hope and courage.

The entire "system" of the church will need to be based on trust rather than self-defense, especially in financial management. That kind of trust can be encouraged by a Covenant of Healthy Relations and can be system-wide. Let the church be all it can be!

It is my pleasure to work with an excellent team of Senior Staff whose reports are also in this appendix, Brent Baldwin, Lara Douglass, and Sean Hale. I owe a great deal to them for their insights and support. In addition, my thanks to the additional support staff and to lay leaders who are of great value to the church. The elected Board has been wonderful to work with.

I am also very grateful to the Transition Team, the congregation's lay leaders and think tank for transitional ministry: Nancy Bene, Jim Burson, Michael Kersey, Wendy Kuo, Sharon Moore, Sylvia Pope, and Margaret Roberts. Please thank them when you next see them; they are working hard on your behalf.

I am very confident that the next months of your ministry together with your next Interim Minister will be fruitful, courageous, and radically hospitable!

Respectfully submitted,

Janet E. Newman, Accredited Interim Minister, '09-'10

Executive Director's Report to the Congregation FUUCA – May 16, 2010

Although much work remains ahead of us to meet our goals and dreams, things continue to improve and grow at your church, First Unitarian Universalist Church of Austin. As a community, we can and should feel pride for having set ambitious goals and having already accomplished so many of them.

In my area of responsibility, mostly focused on the “body” of the church, we continue to find ways to improve efficiency and operations so that our members and leadership can spend more time focused on the “spirit” of the church. After all, most of us come and stay here for the spiritual elements (e.g., personal growth, community, and the like) rather than the temporal (e.g., paying bills, unclogging toilets, and the like).

Thank you for making it possible for my staff and me to work with you to make the most of the incredible opportunities we have ahead of us.

Program Support Year to Date

In addition to routine activities, a variety of major events have taken place through volunteer and staff efforts. Among the most significant, we have:

- 2010 Pledge Data – Joseph Hunt and Nancy Groblewski entered the lion's share of our 2010 pledges into the database. Although I haven't thoroughly tracked or analyzed the data, my sense is that we have fewer errors (or at least complaints) than in the past.
- 2010 Auto-Debit Pledge Payments – likewise, though I haven't had time to perform detailed analysis, we seem to have significantly fewer complaints (and therefore errors) regarding how auto-debit pledge payments were set up.
- New Church Management System Purchased – we have purchased a new church management system, ChurchDB, which will manage member data, individual giving data, and room usage. The purchase followed six months of research, data collection, and consultation with stakeholders, under the leadership of David Matthis.
- New Financial Reports and Books – we began 2010 with a new set of books allowing us to produce financial reports in a different format. I have received large amounts of positive feedback and almost no negative feedback. Improvements include getting all of the church's assets into one report, an easier-to-read format, and increased efficiency of the bookkeeper's time.
- Freeing up Board of Directors – the board of directors has delegated increasing responsibility for routine, day-to-day decisions to the Executive Director and/or Executive Team. By spending less time on minutia, the board has more time to focus on the big picture, improve overall church governance, and interact with the members who they represent. Delegated responsibilities include rental policy and personnel policy. The board will regularly monitor the results of this delegation.
- Freeing up Treasurer – beginning with Luther Elmore (past treasurer), and continuing with Kae McLaughlin (interim treasurer and candidate for treasurer at May Congregational Meeting), we have begun implementing strategies to reduce the treasurer's workload (which has historically been at least a part-time job). While critical duties and responsibilities remain in the treasurer's hands, we have identified ways to

delegate many of the routine, day-to-day aspects of the job to staff and volunteers. The new financial set up, for example, has eliminated the need for some of the routine tasks that the treasurer used to perform.

Program Support Goals for 2010

Looking forward to the rest of the year, I anticipate the following:

- New Church Management System Implementation – before the end of April we will begin data transfer. In May we will get basic training for key staff and volunteers. By mid to late summer, we hope to have the whole system running well.
- The Church's Mission, Vision, Purpose, and Governance – we will continue to provide support to the Bridge Builder Action Team, Board of Trustees, and membership at large as the church undertakes this important project.
- Increased Efficiency – we will continue to seek opportunities to reduce expenses, use staff and volunteer time more efficiently, and improve the quality of our work.
- Support for Interim Ministry – we will continue to provide material and informational support to our interim minister so that she and her successor can dedicate their time and talents to ministry.
- Increased support for Stewardship Committee – we hope to provide more support to stewardship than in 2009, including technology, services, and information.

Volunteers

Volunteers provide critical support throughout the church, in roles as diverse as ministry, education, programs, activities, leadership, administration, and facility. They play a critical and growing role in our success. The visible growth and increasing prosperity of First UU in the past few months owes much to their efforts. Among these, I feel particularly excited by the 200% growth of highly active facilities committee members. Their hard work is helping to keep an aging building in one piece despite budget cutbacks.

More Detail?

If you would like more information, I would be happy to share my detailed monthly reports to the board with you. I am also happy to meet with you (especially over lunch or a morning walk).

Respectfully submitted April 22, 2010 by Sean Hale, Executive Director

First Unitarian Universalist Church of Austin
Balance Sheet
As of March 31, 2010

	<u>Mar 31, 10</u>
ASSETS	
Current Assets	
Checking/Savings	
1000 · Cash & Investments	
1100 · Bank	
1140 · THCU CDs	10,000.00
1130 · THCU Money Market	98,055.20
1110 · THCU Checking	23,228.77
1120 · THCU Savings	<u>25.00</u>
Total 1100 · Bank	131,308.97
1200 · Schwab Accounts	
1210 · Permanent Endowment Account	109,995.97
1220 · Mixed Investment Account	352,684.48
1230 · Murr Music Account	<u>36,820.25</u>
Total 1200 · Schwab Accounts	499,500.70
1300 · Annuity 2014	<u>11,007.73</u>
Total 1000 · Cash & Investments	<u>641,817.40</u>
Total Checking/Savings	641,817.40
Accounts Receivable	
11000 · Accounts Receivable	<u>11,451.33</u>
Total Accounts Receivable	<u>11,451.33</u>
Total Current Assets	653,268.73
Fixed Assets	
1500 · Fixed Assets	
1510 · Building	672,232.75
1530 · Land	1,508,930.00
1540 · Furniture & Equipment	<u>92,631.86</u>
Total 1500 · Fixed Assets	<u>2,273,794.61</u>
Total Fixed Assets	<u>2,273,794.61</u>
TOTAL ASSETS	<u><u>2,927,063.34</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2000 · Liabilities	
2400 · Payroll Liabilities	2,070.67
2200 · Security Deposits	<u>50.00</u>
Total 2000 · Liabilities	<u>2,120.67</u>
Total Other Current Liabilities	<u>2,120.67</u>
Total Current Liabilities	<u>2,120.67</u>
Total Liabilities	2,120.67
Equity	
3001 · Fixed Assets - Equity	2,273,794.61
3100 · Restricted Funds	
3200 · Cong. Restricted Funds	
3220 · Permanent Endowment Fund	109,995.97
3240 · Memorial Savings Fund	250,920.18
3260 · Murr Music Fund	<u>37,020.25</u>
Total 3200 · Cong. Restricted Funds	<u>397,936.40</u>

First Unitarian Universalist Church of Austin
Balance Sheet
As of March 31, 2010

Mar 31, 10

3400 · Board Restricted Funds	
3550 · Minister's Discretionary Fund	425.00
3406 · Bridge Builder Action Team Fund	12,643.59
3405 · Long Range Fund	41,282.73
3410 · Capital Campaign Fund	10,000.00
3415 · Paradox Players Fund	16,332.33
3420 · Religious Education Fund	
3422 · CampUU/Hogwarts Fund	5,068.90
3424 · Junior High Fund	3,386.56
3426 · Senior High Fund	5,087.29
3427 · Lecture Series Fund	330.43
3428 · Adult RE Fund	7,984.10
3429 · Children's RE Fund	822.72
Total 3420 · Religious Education Fund	<u>22,680.00</u>
3440 · Caring Fund	5,388.20
3450 · Music Fund	
3452 · Children's Choir Fund	3,312.52
3456 · Music Other Fund	2,381.06
Total 3450 · Music Fund	<u>5,693.58</u>
3460 · Bookstore Fund	2,240.53
3465 · Denominational Affairs Fund	70.02
3470 · Facility Fund	
3472 · Emergency Fund	2,923.63
3474 · Green Sanctuary Fund	1,586.55
3476 · Recycling Program Fund	778.71
Total 3470 · Facility Fund	<u>5,288.89</u>
3480 · Flowers Fund	329.34
3490 · Technology Fund	
3492 · Internet Ministries Fund	2,797.67
3494 · Media Team Fund	2,253.61
Total 3490 · Technology Fund	<u>5,051.28</u>
3505 · Mid-Week Gathering Fund	584.63
3515 · Social Action Fund	1,741.45
3525 · Voyagers Fund	211.39
3530 · YARN Fund	208.24
3535 · Yew Grove Fund	147.53
3540 · Library Fund	286.39
3545 · Special Plate Fund	20.00
Total 3400 · Board Restricted Funds	<u>130,625.12</u>
Total 3100 · Restricted Funds	528,561.52
3900 · Unrestricted Net Assets	113,768.74
Net Income	8,817.80
Total Equity	<u>2,924,942.67</u>
TOTAL LIABILITIES & EQUITY	<u><u>2,927,063.34</u></u>

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through March 2010

	Total Committees		Facility & Grounds (Departments)		Ministry (Departments)		Music Dept (Departments)		Program Support (Departments)	
	Jan - Mar 10	Budget	Jan - Mar 10	Budget	Jan - Mar 10	Budget	Jan - Mar 10	Budget	Jan - Mar 10	Budget
Ordinary Income/Expense										
Income										
4000 · Unrestricted Income										
4100 · Contributions										
4140 · Forum	0.00		0.00		0.00		0.00		0.00	
4110 · Pledge	0.00		0.00		0.00		0.00		0.00	
4120 · Sunday Plate	0.00		0.00		0.00		0.00		0.00	
4130 · Sunday Coffee Service	0.00		0.00		0.00		0.00		0.00	
4190 · Other	0.00		0.00		0.00		0.00		0.00	
Total 4100 · Contributions	0.00		0.00		0.00		0.00		0.00	
4200 · Rental	0.00		0.00		0.00		0.00		0.00	
4400 · Misc Income	0.00		0.00		0.00		0.00		0.00	
Total 4000 · Unrestricted Income	0.00		0.00		0.00		0.00		0.00	
4300 · Interest & Dividends	0.00		0.00		0.00		0.00		0.00	
Total Income	0.00		0.00		0.00		0.00		0.00	
Expense										
6000 · General Expenses	0.00	7,925.00	0.00		0.00		0.00	6,500.00	0.00	
Total 6100 · Ministry Support	0.00		0.00		1,750.00	7,200.00	275.00		0.00	
Total 6200 · Supplies & Materials	617.97		0.00		43.19		0.00	0.00	445.08	4,500.00
Total 6300 · Repairs and Upkeep	0.00		19,909.31	74,760.00	0.00		0.00		0.00	
Total 6400 · In house services	0.00		0.00		0.70		0.00		4,700.05	30,300.00
Total 6500 · Miscellaneous	71.17		0.00		0.00	7,500.00	0.00	1,000.00	36.50	4,300.00
Total 6600 · Employee Expenses	49.89		5,148.80	19,765.00	21,632.17	89,592.00	17,888.74	72,931.00	33,804.96	151,104.00
Total 6700 · Charitable Contributions	0.00		0.00		0.00		0.00		0.00	
Total Expense	739.03	7,925.00	25,058.11	94,525.00	23,426.06	104,292.00	18,163.74	80,431.00	38,986.59	190,204.00
Net Ordinary Income	-739.03	-7,925.00	-25,058.11	-94,525.00	-23,426.06	-104,292.00	-18,163.74	-80,431.00	-38,986.59	-190,204.00
Net Income	-739.03	-7,925.00	-25,058.11	-94,525.00	-23,426.06	-104,292.00	-18,163.74	-80,431.00	-38,986.59	-190,204.00

First Unitarian Universalist Church of Austin
Profit & Loss Budget vs. Actual
January through March 2010

	Religious Ed Dept (Departments)		Other Operating Fund		TOTAL			
	Jan - Mar 10	Budget	Jan - Mar 10	Budget	Jan - Mar 10	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense								
Income								
4000 · Unrestricted Income								
4100 · Contributions								
4140 · Forum	0.00		481.69		481.69	0.00	481.69	100.0%
4110 · Pledge	0.00		117,330.88	450,000.00	117,330.88	450,000.00	-332,669.12	26.07%
4120 · Sunday Plate	0.00		6,715.20	65,000.00	6,715.20	65,000.00	-58,284.80	10.33%
4130 · Sunday Coffee Service	0.00		859.53	4,000.00	859.53	4,000.00	-3,140.47	21.49%
4190 · Other	0.00		1,785.00	5,000.00	1,785.00	5,000.00	-3,215.00	35.7%
Total 4100 · Contributions	0.00		127,172.30	524,000.00	127,172.30	524,000.00	-396,827.70	24.27%
4200 · Rental	0.00		15,140.60	50,000.00	15,140.60	50,000.00	-34,859.40	30.28%
4400 · Misc Income	0.00		1,422.27	2,000.00	1,422.27	2,000.00	-577.73	71.11%
Total 4000 · Unrestricted Income	0.00		143,735.17	576,000.00	143,735.17	576,000.00	-432,264.83	24.95%
4300 · Interest & Dividends	0.00		119.70	72.00	119.70	72.00	47.70	166.25%
Total Income	0.00		143,854.87	576,072.00	143,854.87	576,072.00	-432,217.13	24.97%
Expense								
6000 · General Expenses	0.00	1,150.00	0.00		0.00	15,575.00	-15,575.00	0.0%
Total 6100 · Ministry Support	0.00		0.00		2,025.00	7,200.00	-5,175.00	28.13%
Total 6200 · Supplies & Materials	0.00		1,019.89	5,000.00	2,126.13	9,500.00	-7,373.87	22.38%
Total 6300 · Repairs and Upkeep	0.00		0.00		19,909.31	74,760.00	-54,850.69	26.63%
Total 6400 · In house services	0.00		0.00		4,700.75	30,300.00	-25,599.25	15.51%
Total 6500 · Miscellaneous	0.00		1,262.07		1,369.74	12,800.00	-11,430.26	10.7%
Total 6600 · Employee Expenses	22,251.96	106,837.00	1,129.62	4,692.00	101,906.14	444,921.00	-343,014.86	22.9%
Total 6700 · Charitable Contributions	0.00		3,000.00	12,350.00	3,000.00	12,350.00	-9,350.00	24.29%
Total Expense	22,251.96	107,987.00	6,411.58	22,042.00	135,037.07	607,406.00	-472,368.93	22.23%
Net Ordinary Income	-22,251.96	-107,987.00	137,443.29	554,030.00	8,817.80	-31,334.00	40,151.80	-28.14%
Net Income	-22,251.96	-107,987.00	137,443.29	554,030.00	8,817.80	-31,334.00	40,151.80	-28.14%

Religious Education Report to the Congregation May, 2010
Lara Douglass, Director of Religious Education
First Unitarian Universalist Church of Austin

The following are examples of how our Religious Education (RE) programs for children, youth, and adults have carried out the mission and vision of our congregation during the past six months.

Vision Statement

As an inclusive religious and spiritual community, we support each individual's search for meaning and purpose and join together to help create a world filled with compassion and love.

Inclusiveness: Adult Religious Education (ARE) offers classes, which reflect the inclusive nature of First Church. For example, Yoga and Tai Chi classes are offered to the church and the wider community on a weekly basis. The Children's Religious Education Classes offer a study of a different world religion every Fall Semester, with a Curriculum of UU Identity offered each Spring. Social Action and Social Justice are the focus of the summer curricula.

Religious Education organized and presented a cooperative Passover Seder meal, which included congregants and visitors.

Building community: RE held and participated in several events in the last six months, which strengthened our community.

Religious Education continues to offer the Spiritual Movie Nights, on the third Friday of each month. RE has assisted the Membership Committee in offering and advertising the leadership building adult curriculum, Harvest the Power.

The Seder, Flower Communion, and children's Easter Egg Hunt were held in April. The whole-church Valentine making party was held in February. Surprise Pals started on February and concluded in April. 22 pairs of children and adults communicated with each other for six weeks, before a party was held so that the children could meet the adults they had been corresponding with for six weeks. As usual, the Surprise Pals program was a great success.

Teaching compassion and love: RE children have participated in several Social Action projects, which teach love and compassion for all. The Children were participants in the Crop Walk this Spring. The 4th-5th graders were so touched by the Haitian Disaster, that they held a bake sale to benefit the UU Service Committee's efforts in Haiti.

Mission Statement

- **Create and sustain a joyful, caring, involved church community.**

As previously mentioned, RE sponsored and co-led many whole-church events. Teachers in children's and youth programming recognize and greet their students by name. The children are still enjoying their weekly story during the Sunday services. The children also collect the offerings for Caritas on Sunday mornings, producing an increase in giving to this program.

- **Promote intimacy, support and fellowship to foster the individual spiritual and emotional growth of our members.**

The Adult RE program, continues to provide programs which both inform us and nurture us. Great Decisions and the Eckhart Tolle group have been very successful. UU History and Articulating Your UU Faith have had very good attendance this Spring.

Religious Education Report to the Congregation May, 2010
Lara Douglass, Director of Religious Education
First Unitarian Universalist Church of Austin

Sharon Moore continues to shepherd the covenant groups, which provide intimacy and fellowship. These groups are open and inviting to visitors and new members.

- **Offer inspirational and challenging worship services.**

Children continue to be regular contributors to the worship services. In addition to sharing stories with the congregation, and enthusiastically collecting food donations for Caritas, the children have become sincere visitor greeters during both sessions of worship on Sunday. RE continues to support and provide rehearsal space for the Children's Choirs. Under the direction of the Music Director, the Children's Choirs have performed several times this Spring, to the delight of the congregation.

The primary choir includes children from preschool to grade 3 and the Secondary Choir, children from Grades 3 and up.

- **Provide ritual and ceremony for rites of passage**

RE has participated in one Child Dedication this Spring. The Youth will present their worship service in May. In June, there will be a bridging ceremony for the graduating high school seniors.

- **Provide progressive religious education for all ages**

Religious Education is provided to children based upon developmentally appropriate curricula. Fortunately, the church has a wealth of curricula written by professionals and purchased by RE through the UUA and directly through the curriculum authors.

We are currently using a rotation system of curricula. We offer curricula based upon our sources (Judaism, Christianity World Religions) in the fall. In the spring we offer curricula based upon our UU identities and history. In the summer we focus on ethics and social action.

As recommended by most religious education professionals, we provide separate programming in five categories, preschool, kindergarten to grade 2, grade 3-5, middle school, and high school.

The Adult RE programs offer Sunday morning classes, as well as classes during the week and special topic explorations.

- **Enrich our community through music, drama, and the arts**

In addition to supporting the Children's Choirs, the Children's Programming Committee offered a Children's Christmas Pageant again this year.

In April, the Adult Religious Education presented an opportunity to meet and get to know Fady Joudah, a Palestinian-American poet and physician. He is the 2007 winner of the Yale Series of Younger Poets Competition for his collection of poems *The Earth in the Attic*, which was published by Yale University Press in April 2008.

- **Empower and encourage members toward social and civic leadership.**

The Youth have been working on cleaning the toddler playground and have been exploring other opportunities to be involved as more of a group in social and civic activities.

- **Share our values and gifts with the larger community.**

The class offerings of the adult RE program continue to attract members of the wider community. Ongoing classes such as Yoga, Tai Chi, the weekly book discussion groups and various other Spiritual and Philosophical Discussion groups are open to the larger community.

Religious Education Report to the Congregation May, 2010
Lara Douglass, Director of Religious Education
First Unitarian Universalist Church of Austin

- **Strive to create a more diverse church community.**

The children, youth, parents, newcomers and visitors represent a diverse population, including multiple racial and ethnic groups, as well as diversity through our thriving gay, lesbian, and transgendered community and visitors. An evening with Marc Adams, author of nine books which chronicles his life as a gay person growing up in a fundamentalist family, was advertised widely throughout the community.

Contact Information

If you would like to know more about our Religious Education Programs or to discuss Religious Education in our church, please contact me (Lara Douglass, DRE) or any of the RE staff or committees. You may contact me at (512) 452-6168, ext. 305 or email, lara@austinuu.org.

We invite you to contact a committee member or attend a meeting of the Religious Education Committees.

Children's Program Committee: Meets the last Sunday of each month in room 9 from 1:15pm to 2:30pm. Vicky Bailey Miller is the Chair...

Adult Religious Education Committee: Meets the second Thursday of January, March, May, July, September, and November in room 9 from 7pm to 9pm and as needed for time-sensitive matters. Michael LeBurkien is the Chair of this committee.

Respectfully submitted by:
Lara Douglass
Director of Religious Education
First UU Church of Austin
May 16, 2010

Report to the Congregation – Director of Music 5/16/10

Adult Choir

The FUUCA Adult Choir has been keeping a busy pace this season. We began our work with an anthem dedicated to Martin Luther King in January, and followed through with a musical celebration of Black History Month and Passover. The choir most recently undertook a musical Earth Day celebration, featuring nature-themed works by Randall Thompson (texts by Robert Frost) and Dvorak. The 2010 spring season will culminate in a special musical service on June 6th, featuring Eric Whitacre's amazing piece, Cloudburst.

A chamber quartet subset of the Choir has made several appearances this season. More musical offerings will be developed and featured in the coming months.

Children's Choirs

The FUUCA Children's Choirs are currently in their second spring session. The choirs have shared their music in a number of services, and will share a special musical offering during services on May 9th.

Since the program's inception in 2007, the FUUCA Children's Choirs continue to grow in terms of membership and musicality. It has been an extremely rewarding few years, and the program has proved to be a vital bridge between the RE and Worship areas. Many thanks to all of the kids, their dedicated parents, the supportive folks in RE, and of course our credentialed and experienced choir teachers Danielle Solan (Primary Choir Director) and Kelan Latimer (Youth Choir Director).

Many additional thanks to our parent coordinators Chris Heidel and Vicki Almstrum. Their organizational efforts have been invaluable to the growth and success of the program, and we really couldn't do it without their help.

While the Children's Choirs continue to struggle with funding (it is currently funded at nearly half of what it was in 2008), it is my hope that this important program will see a return to full funding in 2011.

Intergenerational Choir

The FUUCA Intergenerational Choir has contributed spirited, upbeat music to a number of services this Spring. Perhaps FUUCA's largest intergenerational group, the choir consists of members from the church's Adult and Children's Choirs, plus anyone else who would like to join in the fun. We've begun the practice of inviting choir parents and

guardians (not to mention aunts, uncles and grandparents) to sing with the group, further deepening the intergenerational feel of the experience.

Guest Musicians

FUUCA continues to benefit from its partnership with the Austin Chamber Music Center, with ACMC Director and world-class pianist Michelle Schumann providing the music for a number of our services. Grammy-nominee and Conspirare soloist Gitajali Mathur has also been featured in several services. While budget cuts have resulted in fewer musical guests this season, we have still managed to host a few high-quality touring musicians like Beth Wood and Michael Mandrell.

When we are not graced with the presence of guests such as these, we continue to enjoy the in-house talents of our amazing musical volunteers. We also continue to be blessed by the music of our professional staff pianists John Sanders and Bryan Uecker.

Respectfully submitted,
Brent Baldwin

The Adult Ed Comm^{ac} Report

We have had good success with our continued Spiritual Movie Night presentations. Scott Butki is working hard on this endeavor. As a committee ARE has offered its experience and infrastructure to support the Nom Comm in all its leadership, bridge builder, and Harvest the Power programs. Lara Douglas has taught and helped facilitate these programs. We also are working with the Forum Comm to present in depth meetings with some of its presenters after the original talk.

Mike LeBurkien, Chpsn. ARE

Bookstore Report

"Mine your niche".--from the first, and so far the only, woman President of Duke University

We, in our bookstore, think we've found our niche. These are books you may browse and buy, that are mostly unavailable from Amazon or Book People or Half-Price books. They are new books from Beacon Press and Skinner House, the two Unitarian Universalist Association book publishers. You could buy them online, but you'd pay list and shipping to the UUA Bookstore in Boston. You could buy in person, pay less than list, and buy from us, and we'll turn back money to our church on every book you buy.

We do it, because we can buy at a 40% discount, and can pay the shipping, and Texas tax, and still return a profit to our church, so learn about our bookstore. Come browse. If you browse, you might buy, and in either case, you'll be helping us all to mind our niche.

First UU Church of Austin Committee/Group Report

Committee or Group Name:	Congregational Care Committee
Chair or Co-Chairs:	Pat Walters
Person Completing Form:	Pat Walters
Please List Current or Recent Activities Below	
<ul style="list-style-type: none"> • Every Sunday we provide Caring Cards (get well cards, sympathy cards, congratulations cards) for members of the congregation to sign. These cards go to members of our church community. • Volunteers have assisted members who have been in the hospital by providing a meal, a call, a visit, or help with errands. • Under the guidance of Rose Ann Reeser, and with the help of Natalie Freeburg, we have developed a plan for how best to assist families during a memorial service and reception at the church. We have a dedicated group of volunteers who have assisted at several memorial services this year. 	
Please List Future Plans Below:	
<ul style="list-style-type: none"> • Continue our outreach to members of our congregation. • Establish a more consistent ministry of calls and visits. • Recruit more permanent members for our committee as well as expand our volunteer list. • Develop better ways to gather information so that we are not overlooking church members who need help. • Investigate ways to revitalize the Listening Ministry Program at First UU. 	
Please list any needs/ways in which others might help below:	
<ul style="list-style-type: none"> • Join our committee. We meet on the 3rd Sunday of the month at 1:00 pm. (Note: Our next meeting is June 20th.) • Sign up to be a Congregational Care Volunteer. • Sign up to be a Memorial Services Volunteer. • Let us know of church members who are experiencing joys or concerns. <p>Contact: Voice Mail, 452-6168, Ext. 315; e-mail, uuconcare@gmail.com; Pat Walters, 231-0866.</p>	

Denominational Affairs Committee Report

The stated purposes of our denominational affairs committee are fairly few, and written. These include publicizing UUA and district conferences, and promoting chalice lighters and Friends of the UUA.

Our unstated purposes include anything that promotes interaction and learning between our church and our people, and those in other Unitarian Universalist congregations. Accordingly, we encourage every church member to visit other UU congregations, to communicate on UUA yahoo lists, and to attend conferences, learning and sharing with UUs in other congregations.

When you go to www.uua.org

- 1) "Find a Congregation" to find other congregations
- 2) "Publications" "UUA Bookstore" to find the UUA online bookstore (we have some of those books in our church bookstore)
- 3) "Social media" "email lists" to join various email lists. Some recommended lists are SW district, leadership, adult-re, reach (children's re), uuhs (history), membership, money, worship, as well as those for UU Buddhists, UU Christians, UU Humanists and many others.

The denominational affairs committee is open to members of our church who:

- 1) visit at least one other congregation
- and
- 2)
 - (a) attend a UU national or district conference or summer assembly
 or
 - (b) join a UUA email list

Current members are Gary Bennett, Mary Jane Ford, John Franks, John Keohane (chairperson), Cyndi Loudon, Sally Scott and Mary Ann Stafford. Contact John Keohane, keohane@prodigy.net or (512) 371-3853 to learn more.

First UU Church of Austin Committee/Group Report

Committee or Group Name:	Grounds
Chair or Co-Chairs:	Elizabeth Gray
Person Completing Form:	Elizabeth Gray
Please List Current or Recent Activities Below	
<ul style="list-style-type: none"> • Completed renovation of Sanctuary Garden. Dedication was Sunday April 18. Key “doers” : Paige Hill, the Matthis-Saadeh family, Lynn Adams, Elizabeth Gray • Hired a new lawn company: woman-owned Clean Air Lawn Care, uses electric-powered equipment. Lower rate and better service than our previous contractor. • Continued removal of non-native invasive ligustrum around the church property. Dale Bulla. • Tweeners covenant group helped clean up the courtyard and other areas. 	
Please List Future Plans Below:	
<ul style="list-style-type: none"> • Seek new methods for recruiting volunteers and involving interested church members in care for the grounds. 	
Please list any needs/ways in which others might help below:	
<ul style="list-style-type: none"> • We welcome anyone with interest in helping to organize “Grubby Sundays”, “weed insurgencies” and other fun, creative opportunities for fellowship. • Covenant groups looking for a church service, please consider grounds • Individuals willing to adopt and/or renew their adoption of a peninsula are welcome. Watering is less important; weeding is the primary concern these days. 	

Nominating Committee - May 2010 Congregational Report

In June of 2009, the board expanded the nominating committee's responsibilities to include leadership development. We took the charge to recruit, train, and sustain church leaders to heart and have accomplished much during this church year.

Specifically around leadership, we are proud to report that, with the help of the Adult RE committee and the skills and talents of our congregation, we:

- researched and presented a three part leadership curriculum in October and November of 2009
- researched and are in the process of presenting a 12 part UUA created curriculum entitled, Harvest the Power: Developing Lay Leadership
- are tapping our own congregation to lead the Harvest the Power program
- are modeling right relations by developing a covenant for our committee
- succeeded in expanding our pool of leadership potential

To ensure consistency, transparency and confidentiality in the nominating process, we:

- researched best practices for nominating
- wrote up a process document for nominating, which we are improving as we go
- published our process document on the FUUCA website along with a list of open positions
- held two forums to inform the congregation about those processes
- staffed a table in the gallery for several Sundays to solicit candidates for leadership positions

Moving forward, we are

- researching leadership development programs at other churches
- identifying training to help committee chairs function more effectively as leaders
- creating an annual calendar identifying key activities for our committee each year

At FUUCA, our bylaws specify how specific positions chosen.

- Board members' names are provided by the nominating committee and submitted to the congregation for a vote.
- Committee chairs' names are provided by the nominating committee to the board which votes whether or not to appoint them. The only exception is the nominating committee itself, which chooses its own chair.
- The nominating committee is composed of five members, three of which are voted upon by the congregation and who of which are appointed by the board. These names are provided by the existing nominating committee.

The following page is a list of all 2010-2011 nominees presented by the Nominating Committee to the board and the congregation. The page after contains short bios of the nominees for the positions voted on by the congregation.

Sandra Ries (Chair), Tyler Anderson, Michael LeBurkien, Jennifer Loehlin, Jeanette Swenson

Nominating Committee Leadership Slate May 2010

Candidates to be approved by the congregation

Officer And Trustee Nominees

President	Eric Stimmel
Vice President	Chris Jimmerson
Ex-officio Past President	Nell Newton
Secretary	Klondike Steadman
Treasurer	Kae McLaughlin
Trustee 2010-2013	Eric Hepburn
Trustee 2010-2013	Susan Thomson

Nominating Committee Nominees

2009-2011	Tyler Anderson
2009-2012	Mike LeBurkien
2010-2013	Linda Buehlmann

Candidates to be appointed by the board

Nominating Committee Suggestions for Board Appointees

Nominating Committee 2010-2011	Amy McFadden
Nominating Committee 2010-2011	Sandra Ries
Congregational Care	Pat Walters
Memorial Services.....	Rose Ann Reeser
Denominational Affairs	John Keohane
Facilities	John Payne and Charles Galloway
Alternate Space Gallery.....	Genie Martin & Jane Parsons
Bookstore	Melanie Walter-Mahoney
Flowers and Indoor Plants	Barb Denny
Grounds	Paige Hill
Library	Stephanie Canada & Andi Windham
Media	Tom Martin & Becky Moon
Fellowship Committee	<i>Currently interviewing a candidate</i>
Finance Committee	Stephan Windsor
Green Sanctuary Committee.....	Sylvia Pope
Human Resources Committee	Sheila Gladstone
Information Tech Website Team	Andi Windham
Information Tech Help Desk	Dave Matthis
Long Range (Strategic) Planning	<i>Recommend that the board add it to the inactive list</i>
Membership Committee	Jacob Williamson & Cyndi Loudon
Usher Greeter	Kitty Traylor
Sharing Suppers.....	Linda Buehlmann
Public Affairs Forum Committee	Cris Cunningham & David Kobierowski
Religious Education Committees	
Adult Religious Education	Mike LeBurkien
Children's Program.....	Vicky Bailey-Miller
Social Action Committee	Corinna Whiteaker-Lewis & Eric Hartman
Stewardship Committee	Bill Edwards
Endowment Fund	Rose Ann Reeser
Memorial Butterflies	Rose Ann Reeser
Worship Services Committee	Carol Ginn

Currently Inactive Committees

Building Committee
 Facilities sub-committee: Archives
 PR, Marketing, and Advertising Committee
 Youth Program Committee

Bios of nominees for positions voted on by the congregation

Board Officer And Trustees

President - Eric Stimmel

Member of First UU since August 2006. I did not grow up in a church background, but felt at home immediately upon visiting First UU with my family. At church I have served on the Intern minister committee, with the Men's fellowship group and Men's covenant groups. I have been a Trustee since June 2008, and VP since June 2009. Family: Wife, Bess Green, kids Garner, 6, and Lily 8. Bess and I have been married since November 26, 1988.

Hopes and dreams in a nutshell: I'd love to see us continue to grow as a dynamic, welcoming, inclusive Church. My two main goals as Board President will be to transition smoothly to policy governance and support our search for our next settled minister. As a longer term goal, I'd especially like to see us be able to build our new RE building in the next 3 years.

Vice President - Chris Jimmerson

Chris Jimmerson has been selected to be Vice President of the Board for 2010-2011. Chris has served as Secretary of the FUUCA Board of Trustees for the past year and has been active with the Bridge Builders Action Team working to begin the process of articulating values, mission, and vision within the church and to begin moving toward policy-based governance. He is also an active participant with Paradox Players. As Vice President, Chris would like to continue to help lead the effort toward establishing a clear set of values and a mission statement for the church, as well as working to make the transition to policy-based governance, both of which will inform the eventual choice of the next settled minister.

Chris works outside the church as the Executive Director of the non-profit organization, American Gateways. He and his life-long partner, Wayne, are governed by two Basenji dogs, Virgil and Kiara.

Secretary - Klondike Steadman

I started coming to UU churches back in 1993 with my wife (then girlfriend) Wendy Kuo, who was working as a church accompanist at Live Oak church in Santa Barbara, CA. The church felt like a great fit and oddly familiar. It wasn't until many years later that I found out I was a third generation UU, with both sets of grandparents being founding members of their UU congregations in California (I guess it skips a generation sometimes)!

Wendy and I were members of the First UU church in Houston for a couple of years before we got married and joined me in Austin in 1997. We immediately signed up for First UU in Austin and have been members ever since. We feel we have found a spiritual home here and feel a deep connection to the place and people.

I am very excited and honored to have been asked to serve on the board at such a crucial transition time for our church. I feel there is so much energy for positive change and growth at church with the move toward Policy Governance, greater member involvement in the direction and function of the church and (of course) the selection of a new minister.

My own background is in music and in business and I hope to bring an appreciation of how the arts can help us grow spiritually and how efficient systems can free us up to achieve our dreams. But most of all, I want to listen and learn from my fellow members in the congregation about how best the board can serve the greater good of its members, the community and the World.

Treasurer - Kae McLaughlin

Kae McLaughlin has served on many boards, including for-profit, non-profit and the public sector. She finds each board as unique as the individuals who comprise the organization and the board, and welcomes the opportunity to learn about FUUCA's inner workings. But accounting tends to be generally the same with a few notable exceptions. As Treasurer, "my job is to be accountable to the congregation for stewardship of our financial assets and resources, and to bring some fun to the job!"

Trustee 2010-2013 - Eric Hepburn

I have been a member of FUUCA for about six years. I am very interested in ministry and outreach. I have been a member of the worship associates committee, chaired the committee on ministries, and delivered four Sunday sermons in my time with the church. As a prospective board member I have three main callings: (1) to help prepare our church to call the right settled minister, (2) to help the board and administration transition to a fully functioning policy governance model, and (3) to bring honest religion to the people of central Texas. I look forward to working with all of you to see these callings come to fruition.

Trustee 2010-2013 - Susan Thomson

I have been a Unitarian Universalist for over 30 years and have been involved with First UU of Austin since moving to Austin in 1996. I taught children's RE for several years and have served on the Adult RE committee for a number of years, including chairing it for several years. I am currently participating in the year long Harvest the Power leadership program and will be co-facilitating the April session. In previous UU congregations I served on the board as trustee and vice-president and also chaired a number of committees over the years, including Children's RE, nominating, social action, membership and the committee on ministries. I served on the ministerial search committee of the Lubbock First UU Church. After attending the leadership program sponsored by the UU Mountain Desert District, I participated in forming the Leader Seeders to encourage leadership development in our local congregation.

Since I recently retired from a career in social work administration, I look forward to having more time to devote to First UU as I think membership requires that we all give of our time and our talents as we are able. One of the highlights of my career in state government was leading the statewide implementation of a set of guiding principles for

my agency. I also led the development of mission and vision statements and core values for the program whose staff I directed. I witnessed firsthand the power of these efforts which makes me very excited about the Bridge to the Future process currently underway in our congregation. This congregation has so much talent and so much potential to make a significant, positive difference in the lives not only of our members but of the larger community. I welcome the opportunity to be involved in these efforts, to listen to the congregation and work with the board and the congregation to move our dreams into reality.

Nominating Committee Nominees

Linda Buehlmann will join the Nominating Committee for a three year term, 2010-2013. Linda moved to Austin in 2006 from Omaha, Nebraska where where she was an active member of First UU of Omaha. She has been a member of FUUCA since the fall of 2007 and has served on the Membership Committee and as an Usher Greeter as well as volunteering with Paradox Players and North Central Caregivers. She will continue as Coordinator of Sharing Suppers. It is very important to her to help our church reach excellence in all areas. She will strive to recruit, suggest, and encourage nominees for leadership positions to realize their goals to lead in alignment with the mission and vision of our church.

Michael LeBurkien currently serves on the Nominating Committee filling a one year appointment, and he will continue to complete a 2010-2012 term. He supports the new leadership training efforts such as Harvest the Power and Bridge to Our Future. He advocates increased congregational democracy, transparency, and inclusiveness as well as the implementation of policy governance in our church operating structure and culture. He served as Chair of the Worship Committee and is most active on the Forum Committee, which he loves. He will attend General Assembly in Minneapolis and looks forward to understanding the broader national and international reaches of Unitarian Universalism. He is a Rabbi Emeritus and as an internationalist is at home in France and Spain.

Committee or Group Name:	Paradox Players
Chair or Co-Chairs:	Ann Edwards
Person Completing Form:	Ann
Please List Current or Recent Activities Below	
<p>Since last May Paradox Players has contributed over \$11,000 to the church's operating budget. Additionally, we financed the construction costs for the new mail room. In Howson Hall we installed improved ambient lighting with adjustable levels for congregational and rental events, and also purchased additional lights for the stage.</p> <p>In the last year Paradox Players produced 3 main stage plays – <i>Trying, On Golden Pond</i>, and <i>Shards of Love</i>. We led 10 Readers' Theater meetings, and produced 2 performances each of the musical revue <i>Romberg to Sondheim</i> and a free staged reading of David Mamet's <i>The Duck Variations</i>. At ACC's annual festival Carnival Ah! we sponsored a free performance of the short historical play <i>Crazy Bet</i>, written by Poullette MacDougal. Currently, a 10-year retrospective of our theater's history is on display in the Gallery.</p>	
Please List Future Plans Below:	
<p>Paradox Players hopes to develop a strong Sunday Shorts program in the worship services, a contribution that was the original reason for having a theater in the church. Mentoring new talent as well as supporting existing artists is fundamental to continuing our work. Therefore, we plan to expand our leadership structure so we can sustain a broad base of support.</p> <p>We plan to continue producing 3 main stage plays and leading 10 Readers' Theater programs annually.</p>	
Please list any needs/ways in which others might help below:	
<p>Our greatest need at present is people who are skilled in marketing. We want to reach out to more folks who are seeking an experience of quality theater with serious content and a hopeful message. To that end, we need help with marketing.</p>	

First UU Church of Austin Committee/Group Report

Committee or Group Name:	Social Action Committee
Chair or Co-Chairs:	Eric Hartman and Corinna Whiteaker-Lewis
Person Completing Form:	Corinna Whiteaker-Lewis
Please List Current or Recent Activities Below	
<p>Social Action Programming remains healthy and strong. We welcome all to serve in our projects through our regular presence in the gallery on Sundays, up-to-date billboard, and newsletter articles. Since the last Congregational Meeting we have continued our Sack Lunch and PCC projects, completed a successful Freeze Night season serving ~400 homeless men, served suppers at the ARCH, sent a team of ~40 walkers to CROPWalk raising \$1500, and participated in another Hands On Housing. Our new Monthly Special Offering program has raised over \$3500 in three months, and the congregation also gave over \$4200 for Haitian Earthquake relief. We hosted a potluck dinner to hear UUSC's representative in Uganda, and re-imagined Valentine's Day by "Standing on the Side of Love".</p>	
Please List Future Plans Below:	
<p>With support from the Membership Committee, SAC will host an appreciation dinner on May 22 for all volunteers who have served in a SAC project or program this past year. Special thanks go to our long-time project coordinators: Mary Jane Ford, Sheri Overton, Judy Sadegh, Mary Ann Stafford, Kathryn Govier, Joan Forbes, Beverly Donoghue, and Marilyn Wilson.</p> <p>We look forward with enthusiasm to our church's new mission and vision statements to guide our social action programming into the future. Upcoming activities through the end of 2010 include: UUSC Justice Sunday, working with RE and their summer social action project, , NAMI Walk, Fall Hands on Housing, Guest at Your Table program, another Freeze Night season starting in October, and Alternative Gift Fair.</p>	
Please list any needs/ways in which others might help below:	
<p>We are currently looking for a new coordinator for our First Sunday Supper program (serving dinner 1x/mo at the homeless shelter downtown). This program is on hiatus until a new coordinator is found. Please contact Corinna or Eric if you are interested.</p> <p>We are looking to convene an interest group for new, multi-generational programming around Environmental Stewardship. Please contact Corinna or Eric if you are interested.</p> <p>We are looking to convene an interest group on alternatives to and abolishment of the Death Penalty in Texas. Please contact Corinna or Eric if you are interested.</p>	

First UU Church of Austin Committee/Group Report

Committee or Group Name:	Stewardship
Chair or Co-Chairs:	Bill Edwards
Person Completing Form:	Bill Edwards
Please List Current or Recent Activities Below	
<p>Recent notable accomplishments:</p> <ul style="list-style-type: none"> • Fall annual canvass; • Completion and mailing out of yearly pledge statements; • Mailing out of First Quarter pledge statements. 	
Please List Future Plans Below:	
<p>Tasks for 2010 – beyond the 2011 Canvass</p> <ul style="list-style-type: none"> • Consolidate and institutionalize the process of integrating Stewardship into the consciousness of our Church – for instance, the all-church dinner and meeting to form consensus on the “canvass project”; involve as many as possible in the actual process of canvassing; • Coordinate the efforts of the Stewardship Committee with other member-services committees – such as the Membership Committee and Fellowship Committee; • Gain control of our pledge accounting and donations; • Establish a succession plan for the Stewardship Committee, and the Chair. 	
Please list any needs/ways in which others might help below:	
<p>Volunteers for the Canvass process – more information to come.</p> <p>Liaison with other Committees and Church groups to blur and expand the boundaries between what the Stewardship Committee does, and what Stewardship is – blurring and expanding the difference between the capital “S” and the small “s”.</p>	