

As servant leaders of the congregation, we the Board covenant with one another to:

- ~ Frame all of our activities with mindful regard for the church's mission and vision.
- ~ Respect our time together by being focused, prepared and timely.
- ~ Engage with one another and our work by
being present and participating,
listening to one another,
and supporting one another's leadership.
- ~ Communicate clearly by,
seeking to understand one another,
addressing concerns directly with one another,
and, at the end of our discussion, speaking with one voice.
- ~ Encourage our personal and collective health by
showing compassion and support to one another,
respecting boundaries and limits,
and enjoying each other's good humor,
- ~ Conduct ourselves openly and respectfully in times of agreement and disagreement,
keeping confidentiality when it is requested,
and agreeing to be called back into covenant.

**First Unitarian Universalist Church of Austin
Board of Trustees Meeting
Agenda of Meeting
Tuesday, April 20, 2010, 6:30 P.M.**

I.	Call to Order	Nell Newton	3 minutes	6:30
II.	Adopt Agenda (page 2)	All	2 minutes	6:33
III.	Board Covenant Read in Unison (Packet Cover)	Janet Newman	3 minutes	6:35
IV.	Visitors Forum		10 minutes	6:38
V.	Adopt Consent Agenda (pages 3-24, 33-35, Table of Contents on page 3)	Nell Newton	2 Minutes	6:48
VI.	Discussion and Action Items			
	A. Nominations Committee Recommendations for Committee Chairs (page 36)	Sandra Reis	5 Minutes	6:50
		Kae McLaughlin	20 Minutes	6:55
	B. Governance Discussion – Speaking with one Voice	Kae McLaughlin	10 Minutes	7:15
	C. Delegation of Financial Reports and Budgeting to Executive (pages 25-26)			
	D. Delegation of Facilities Management and Rentals to the Executive with Values Discussion and Parameters Discussion (page 27)	Eric Stimmel	20 Minutes	7:25
	E. Governance Discussion – Covenant with the Executive Team	Chris Jimmerson	15 Minutes	7:45
			15 Minutes	8:00
	Break and Snacks			
	F. Settled Minister Search Committee	Michael West	10 Minutes	8:15
	G. Report on Interim Minister Salary and Housing Package Entered into UUA Settlement System	Nell Newton	5 Minutes	8:25
	H. Request to Authorize Executive Committee to Set Agenda for Congregational Meeting	Nell Newton	5 Minutes	8:30
	I. Special Fees (page 28)	Sheila Gladstone	5 Minutes	8:35
	J. BB Action Team Charge (page 29)	Chris Jimmerson	5 Minutes	8:40
	K. Governance Discussion Report on Answers from Joe Sullivan to Questions from Last Meeting	Chris Jimmerson	5 Minutes	8:45
	L. Governance Discussion on Moral Ownership (pages 30-32)	Brendan Sterne	20 Minutes	8:50
	Adjourn			9:10

April 2010 First UU Church of Austin Board of Trustees
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New Members and Resignations

New Members

April 11, 2010

Kirsten Narcowick

Adam Bates

Paige Hill

Jenell Scherbel

March 28, 2010

Pat Valls-Trelles

Resigned Members

March 31, 2010

Dick Neavel

**First Unitarian Universalist Church of Austin, Board of Trustees Meeting Minutes
Tuesday, March 16, 2010 at 6:30 p.m.
First UU Church of Austin, 4700 Grover, Austin, TX 78756 in Room 13**

In Attendance:

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

Executive Team: Janet Newman, Interim Minister (Ex-Officio); Sean Hale, Executive Director (Ex-Officio)

Staff Present: Brent Baldwin, Director of Music

Visitors Present: Kathleen Ellis, Stephanie (Canada) Gill, Kae McLaughlin, Jeanette Swenson, Daesene Willman

Call to Order

The President called the meeting to order at 6:30 p.m.

Adoption of Agenda

The Trustees present adopted the agenda (Appendix A, page 2).

Motion: Brendan Sterne– Adopt the agenda.
Second: Michael West
Discussion: None
Vote: All affirmative

Reading and Lighting of the Chalice

The trustees read the board covenant (Appendix A, Page 1) in unison and the President lit the high-tech chalice.

Visitor's Forum

Daesene Willman thanked the trustees for being servant leaders and for supporting freeze nights.

Stephanie (Canada) Gill presented the YEW GROVE Pagan Interfaith brochure (Appendix B) and announced the Ostara Ritual & Potluck on March 21 at 2 p.m. She also announced the Grand Re-Opening of the library that will include a book sale and potluck on Saturday, April 17. Book donations will be accepted from 10 a.m. to 11 a.m. and the sale will begin at 11 a.m. and go until 2 p.m.

Consent Agenda Items

The trustees had read the consent agenda items prior to the meeting. The President explained that the board would begin following a new procedure for the consent agenda to begin practicing some of the governance procedures from the recent board training on governance and to leave more time on meeting agendas to hold intentional discussion and exercises regarding governance. She noted that:

- Consent agenda reports will be due to the secretary by noon on the Friday 11 days before the board meeting (one week earlier than they have been due)
- Trustees will read the reports and direct any questions for clarification to the authors of the reports. Any policy issues brought up by the reports should be communicated to the President and the Secretary.
- At the actual meeting, the consent agenda items will be adopted but not discussed.

Motion: Chris Jimmerson – adopt the consent agenda items.

Second: Brendan Sterne

Discussion: A trustee asked that if a policy issue were raised by a report in the consent agenda whether it would be put on the discussion and action section of the agenda that month. The President replied that it would depend upon the urgency of the issue.

Vote: All Affirmative

Discussion and Action Items

Nominations Committee: Jeanette Swenson from the Nominations Committee presented the slate for trustees being nominated for the next board year, as well as the Nominating Committee's suggestion for board appointees of committee chairs (Appendix C). She noted that the Nominations Committee had taken an expanded role this year by conducting leadership training. This seemed to lead to more candidates and those candidates being more prepared and enthusiastic. There were more candidates than positions available. She urged the continuation of leadership development and noted that the openness of the nominating process had also helped.

The Trustees discussed the process for the appointment of the Youth Trustee. The current Youth Trustee noted that no choice had been made yet and that the Youth Trustee process is separate and occurs in September.

Treasurer: The President informed the Trustees that she had accepted the resignation of Luther Elmore as Treasurer due to personal reasons. She thanked him for his amazing work as Treasurer, as did the other trustees. She noted that Kae McLaughlin, Treasurer nominee for the next board year, had agreed to serve as Treasurer for the remainder of the current board year should the board appoint her.

Motion: Brendan Sterne – Appoint Kae McLaughlin as Treasurer for the remainder of the current board year

Second: Chris Jimmerson

Discussion: None

Vote: All Affirmative

Review of New Financial Statements Format (Appendix A, Page 18): The Executive Director (ED) gave an overview of the financial statements in their new format, noting that the summary page provides key information at the top, followed by more detailed notes for those who prefer them. He gave an overview of the balance sheet and the Profit and Loss Budget Versus Actual Summary, noting that the workbook sent to Trustees also contains a sheet with more details for those who want them.

A Trustee noted a concern about plate collections being lower than anticipated and referenced an article that addressed “skimming” of collections within churches. The ED expressed that pledge collections were higher than anticipated and that more church members may be marking their plate donations as going toward their pledges. He also noted that there is always more than one person involved in accounting for plate collections. Luther Elmore also noted that collections for non-profits are separate now rather than split from one collection and that this has worked well but would keep the non-profit out of the church collection numbers as it had been in prior years.

A Trustee asked about whom to address any question about the Financial Statements. The ED responded that such questions should begin with him.

Discussion with Kathleen Ellis, District Ministerial Settlement Representative: The President welcomed Reverend Ellis, who summarized and highlighted information in materials she had brought regarding the settled minister search process (Appendix D). She highlighted the following from the materials:

- The MSR Report Form I will be due soon from the President.
- Begin thinking now about the salary and housing package for the next minister.
- Begin assembling search committee and let them know it can be upwards of 400 hours of work each.
- Appoint a negotiating team: 1 search committee member, one board member, and 1 church elder. They should create a draft letter of agreement or contract.
- Establish a budget for the search committee.
- The search committee will need to plan a retreat, usually a Friday evening and a Saturday.
- Establish a budget for the Installation Ceremony for the new minister.
- Establish criteria for search committee members (examples on pages 5 and 6 of materials).
- The draft agreement must be sent to the transitions office before interviewing can begin. Due October 31 with candidate records seen in November.
- Create a congregational profile and what it wants in a minister. Be honest in profile.
- Search committee will need to be web savvy.

Michael West, charged with assembling the search committee, sought advice from his fellow trustees on making the selection process as transparent as possible. He suggested several methods for inviting applications including an article in the church newsletter, several weeks of announcements and putting the invitation into the Special Notes. He noted that due to timing issues, doing some of these could delay the selection process.

Reverend Ellis noted that the search committee could be assembled as late as May.

The consensus of the trustees was to utilize all of these methods and to have a relatively short deadline for applications once the various announcements have been completed.

Dates, Times and Locations for 2010 Board Retreat and Values/Mission/Ends Retreat: The Vice-President asked the trustees to mark their calendars for May 22 for a retreat at U Bar U and to plan to arrive by 11 a.m. and stay overnight. The costs will be \$30 each, which includes meals and housing.

The Secretary asked the trustees to mark their calendars for the values/mission/ends session on June 12, 2010 from 9 am to 4 pm in Austin, location to be announced.

Executive Session: The Trustees entered into an executive session to discuss a personnel matter and those who were not trustees left the room.

Governance Discussion:

Nested Bowls – The Secretary reviewed the nested bowls diagram (page 33 of Appendix A) from the policy-based governance training materials wherein values represent the largest part of our chalice, containing within them the mission, which contains within it the ends statements. He noted that flame of the chalice represents linkage with those we as trustees represent. Good board governance lies within these areas, and policy-based governance would result in four kinds of board policies:

- Ends
- Executive Limitations
- Relationship with the Executive
- Board Processes

These policies will start at the broadest level and work toward the more specific until the board feels comfortable that the Executive could make any reasonable further interpretation of them. The Executive will make any policies beyond that point. To make time for examining governance during board meetings, the board will need to begin delegating policies that are clearly not within the four above, setting any limitations as needed.

Policy Governance the What and Why – Brendan Sterne facilitated a brainstorming session on why we are considering policy-based governance and what it entails both to help trustees clarify the concepts for themselves and to serve as way to begin educating others about it. The trustees brainstormed the following:

Policy Governance, Why?

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- Clarify accountability, authority and responsibility
- Staff empowered to do their work
- Board focus on the mission
- We are a growing congregation
- Full board meets 3 hours per month; Executives work 40 hrs+ per month

Policy Governance, What?

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- Board creates policies
- Board sets limits
- Board focuses on Vision / Strategy, not administrative details
- Board monitors Executives
- Board deals with policies, *not* individual cases

Policy Agenda Exercise – The Vice-President facilitated a discussion of what items on an earlier board agenda (page 35 of Appendix A) might be delegated to the Executive and which not. The trustees were in consensus that the agenda items involving personal days, pay periods and the rental policy could be delegated. There was some question regarding a proposal for a memorial and how exactly the consent agenda would be handled (would it need to be adopted at all?). The trustees will seek clarification on these from the consultant for moving toward policy-based governance. An agenda item regarding an internal audit committee might be a part of monitoring under policy-based governance.

Linkage – The Secretary facilitated a discussion of how the board could conduct linkage (definition on page 36 of Appendix A) with its moral ownership (definition also on page 36). He noted that the board is clearly accountable to the church members but that at a later time the trustees will discuss that the moral ownership might be even larger. The trustees discussed the following ways to let the congregation know about linkage opportunities and to provide such opportunities:

- "Bridge to our Future" / AI Process
- Senior Lunch
- Board member announce, "Available to chat after service"
- Broadcast emails from individuals
- Holiday events
- Get linkage ideas from the congregation (ask them!)
- Newsletter item announcing new board
- Use specific subject lines in emails
- Phone calls by trustees -- gather input
- Phone calls on member's anniversary of membership
- Board members host house parties

Kitchen Remodel: Michael West stated that a member of the congregation had approached him who might consider providing up to \$50,000 in matching funds (not currently budgeted by the church) for a kitchen renovation. He asked if a kitchen had been included in the plans for a potential new RE wing in the future. The trustees recalled that the plans did not include a full kitchen but advised checking with the building committee.

The trustees expressed enthusiasm over the possibility of such an offer and a renovation of the kitchen.

With no further business, the President adjourned the meeting at 9:25 pm.

Respectfully Submitted,



Chris Jimmerson
Secretary

**First Unitarian Universalist Church of Austin
Spring Pre-Congregational Meeting
Agenda of Meeting (And Draft for Congregational Meeting)
Sunday, April, 1:30 P.M.**

I.	Call to Order	Nell Newton	5 minutes	1:30
II.	Adopt Agenda and Rules (for Cong. Meeting, not needed for Pre-Cong.)	All	5 minutes	1:35
III.	Reading and Lighting of Chalice	Janet Newman	5 minutes	1:40
IV.	Approval of Minutes from Prior Meeting (for Cong. Meeting, not needed for Pre-Cong.)	Nell Newton	5 minutes	1:45
V.	Discussion and Action Items			
	A. Proposed Bylaws Change Regarding Membership	Sean Hale	5 Minutes	1:50
	B. Second Vote on Grammatical Changes to FAMP	Kae McLaughlin	2 Minutes	1:55
	C. Presentation of Nominated Board Slate, Committee Chairs Proposed to the Board and Nominating Committee Members	Nominating Committee	10 Minutes	1:57
	D. Settled Minister Search Committee	Michael West	13 Minutes	2:07
	E. Presentation of Covenant of Right Relationship	Janet Newman and Transitions Team	15 Minutes	2:20
VI.	Closing Words	Nell Newton	5 Minutes	2:35
VII.	Adjourn			2:40

REPORT ON THE INTERIM MINISTRY FOR THE BOARD OF TRUSTEES

March 16, 2010 – April 10, 2010

During the above interval, my interim ministry was almost equally divided between the tasks of pastoral ministry and those of learning to do Policy-Based Governance.

In the pastoral area, this was the season for rites of passage. I conducted a well-attended memorial service for a much-loved member, Stan Hutchison on March 20, and I officiated at a ceremony of naming for Charlotte Rebecca Reed, daughter of Rachel and Craig Reed, during the first service on Easter Sunday.

In the area of learning and practicing Policy-Based Governance, I consulted with Board members and with Sean on the various questions that arose from looking at congregational matters through this lens. This included a conference call with Joe Sullivan. I am also presently reading the Alban Institute publication by UU minister, Dan Hotchkiss, titled *Governance and Ministry*. I am keeping up with the exchange of ideas and questions among those of us on the Bridge Builders A-Team.

In addition, many denominational matters concerned me. I presently mentor three AIMITs (ministers who are in training to be Accredited Interim Ministers), two of whose congregations did not identify a candidate for the Settled Ministry. There were a number of conversations between us. In addition, I am responsible for developing some policies for the Interim Ministry Guild, and these have now been sent to the membership of the Guild.

The main congregational issue that have claimed my time is working with the Transition Team to review the “promises” material that members submitted to us for inclusion into the Covenant of Healthy Relations. We now have a product to present to the congregation at the pre-congregational meeting April 18.

Of course, there were sermons to write and deliver, persons to meet with in the office and outside it, teaching 3 sessions of the class, Articulating Your UU Faith for newcomers, and various (many) other activities. Respectfully submitted,

Executive Director's Report to FUUCA Board of Trustees March 13-April 9, 2010

Office & Staff

- Personnel Policy Manual Changes – I have made small changes to the personnel policy manual related to the background check form (p21-23), making some basic updates although the form may benefit from a thorough revision.
- Weekday Volunteers –Ann Edwards, Nancy Groblewski, Joseph Hunt, Deidre Madres, and Mary Jane Ford continue helping us regularly during the week. We're very grateful for their help. Other individuals continue to play important volunteer roles as well outside of the office.

Finances & Data

- ChurchDB Rollout – we have begun laying plans to rollout our new database, ChurchDB, which will replace COMS (our membership management software) and LOGOS (our facilities management software). After we generate the voting list, we will stop entering new information into COMS and begin the data transfer process with the service provider. On May 19th, key staff and volunteers will receive training on the new system. We hope to have things operating well by mid-summer and to provide training to committee chairs at the July Church Council meeting on how to make room reservations using the new and improved system.
- Terry Sweetser – I had a good phone meeting with Terry Sweetser, the UUA's fundraising guru, last week. We have begun exploring how to identify the low-hanging opportunities to increase church revenue. I will work with Stewardship Chair Bill Edwards to develop this opportunity, which may potentially include a visit by Sweetser.
- Check Request Process – To increase staff and volunteer efficiency (freeing time up for other services), we have instituted a new check request process. Rather than processing within seven days, we now have a weekly deadline of Monday at noon to make check requests. Requests will get processed, and checks issued, signed, and mailed, by Friday of the same week.
- Sunday Deposits – We are setting up a new system for managing Sunday deposits using trusted volunteers paired with an usher. Ruby Edwards has, for the last several weeks, put together the Sunday deposits. Beginning April 11, Ruby will put together and make the 2nd service deposit and Allegra Azulay will do 1st service. This new process reduces what had been part of the Treasurer's work load. Mary Jane Ford continues to process the deposit for income during the week.
- Financial Reports – I have completed the significant setup on the new financial reports and they seem to have met their objective (making the reports easier to understand and the data more efficient to enter). The board seems pleased; though the finance committee supports the new financial reports overall, we did not reach unanimity on every detail. I will remain attentive to any concerns related to the new format though any additional changes (with one pending exception) will likely await a full review of the reports in 6-12 months (barring any clear and present danger).

- Paid Time Off – I have completed an internal review of paid time off records and corrected errors that had crept into the system.

Facility & Hardware

- Sanctuary Garden – the sanctuary garden continues to take shape, now including blooming flowers. Paige Hill reports that some landscaping details remain in the future, as do plans to get fountains running in the big blue pots.
- Compost – the grounds committee is considering the creation of a compost pile in the vicinity of the gaga pit (NW side of property). Yard waste would likely make up the bulk of the compost (our new mow and blow provider supports this proposal and would add materials to the pit).
- Facility Upkeep – our facilities team has grown by 50% with the addition of Charles Galloway (and a net growth of 200% in less than 6 months). Unclogging the sinks in rooms 13 and 15 turned into a large job, including a good deal of digging to find the pipes and install a clean out opening. John Payne has used the opportunity to begin creating digital schematics of the property and otherwise documenting other knowledge, such as the location of pipes, that has come to light during this process. As he provides the digital information, I'm saving it on our backup drive. The team has also updated the room numbers around the building (the library is now room 6, for example).
- Playground Safety – Joseph Hunt has loosened up the sand on the playground, resolving another safety concern. The A-Frame has gotten a full rebuild, with a stronger structure and more durable materials. Some concerns remain regarding the safety of the car.
- Contractor Parking – Harvey Cleary, one of the contractors working next door at TSBVI, has installed bright orange signs to deter its people who had taken to parking in church parking spaces (including those reserved for TSBVI staff). If abuse continues, I may have to start towing contractors in order to keep our parking situation manageable (we regularly have times on weekdays when we reach peak capacity).

The Potential Cell Phone Tower

Unless the Brentwood Neighborhood Association, or some other large organized interest, decides to oppose the installation of the cell tower next door, I recommend that the church take no action, and certainly does not take a leadership role. Two principal considerations lead me to this conclusion:

- My brief research has revealed no health concerns and, to the contrary, shows that many churches are installing cell towers or boosters in their steeples as a revenue source (cf http://www.nacbanet.org/Article/church_steeple.htm)
- Opposition would require a large volume of time and energy when the church has none to spare. Even “success” could produce small returns relative to effort expended and relative to other areas where we can direct our attention.

Other

- General Assembly – I will attend both General Assembly and the Association of UU Administrators meeting in Minneapolis. Together with a few personal days with friends in the area, I will be out of town June 17-29.

- Policy Governance Facilitator Training – I participated in the Saturday, March 27th day-long training by Joe Sullivan. We witnessed how the Appreciative Inquiry method can help us find common ground at a church in a way that unites and energizes us. Participants went through the process of identifying values, then learned how we can facilitate others in the congregation to do the same (sessions scheduled throughout April).
- AUUA Board Invitation – Chuck Rosene, the president of the Association of UU Administrators, asked me to consider joining the AUUA board. I told him that I feel flattered by the proposal and would like to do so eventually, but that I will likely have to defer for a couple of years due in order to dedicate time to FUUCA's ongoing transition and to better understand the AUUA before making such a commitment. In the meantime, I will attend the AUUA gathering in Minneapolis before General Assembly, including a portion of the AUUA board meeting.
- Family Vacation – I will take off Nov 6-13 to travel with my family in Costa Rica.

No Update this month

- Keys & Alarms
- Cry Room Repair
- Security Task Force
- Webteam
- The Big Loud Speakers (formerly stored in Howson Hall)
- Memorials & Staff
- Main office configuration
- NW Parking Lot wear and tear
- Updating wireless microphone technology

Some of my other regular activities (Reports for these usually appear elsewhere)

- Finance Committee Meetings
- Board of Trustees
- Board Executive Committee
- Stewardship Committee Meetings
- Bridge Builder Action Team (A-Team)
- Volunteer recruiting and coordination
- Management Team Meetings
- Church Council & Congregational Meetings
- Office Staff Meetings

Respectfully submitted by Sean Hale. April 9, 2010.

Report to the Board – Director of Music
4/20/10

Adult Choir

The FUUCA Adult Choir continues to rehearse for all upcoming anthems for April-June culminating in a special musical offering for chorus and percussion on 6/6 by the contemporary composer Eric Whitacre. In celebration of Earth Day, the Choir will sing two nature-themed works by composer Randall Thompson (set to familiar texts by Robert Frost).

A chamber quartet subset of the Choir has made a couple of appearances this season, most recently singing a work by Dvorak. More of these will be featured in the months to come.

Children's Choirs

The FUUCA Children's Choirs began its second spring session in late March. Upcoming musical offerings include works on 4/25 and 5/9, some of which will be in collaboration with the Adult Choir. We currently have enough funding to run the program through the spring, after which we will determine if enough money can be found to continue the program into the fall.

Intergenerational Choir

The FUUCA Intergenerational Choir sang a Passover for services on 4/4. The Intergenerational Choir consists of the church's Adult and Children's Choirs, plus anyone else who would like to jump in for the anthems on those particular Sundays. We've begun the practice of inviting choir parents sing with the group, deepening further the intergenerational feel of the experience. Board members are also encouraged to join in the fun whenever they like!

Guest Musicians

Austin Chamber Music Center director and pianist Michelle Schumann will share her music on April 11. Conspirare soloist Gitajali Mathur will also be featured on a few upcoming services (TBD, pending coordination with her touring schedule).

Respectfully submitted,
Brent Baldwin

YTD Income – Historical Perspective

A review of the past four years sheds some light on our current income figures (please see attached spreadsheet), though we must take care in drawing any conclusions.

Unfortunately, our operating fund income in previous years has not followed any clear seasonal pattern.

This year we have changed methodology as well, making it more difficult to extrapolate any historical patterns into the future. This year's methodology follows a strict cash basis, meaning that income appears in the reports when we deposit it. In previous years (2005-2008), the church followed a different methodology that spread out prepaid pledges over each of the twelve months of the year, and 2009 had elements of both the old and new methodology.

Nonetheless, we do see that our first quarter 2010 income has come in lower than the averages of each of the previous years. The church's decreased membership, as we saw during our most recent canvass, explains a large part of this phenomenon.

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	25.00
Total 1100 · Bank	<u>131,308.97</u>
1200 · Schwab Accounts	
1210 · Permanent Endowment Account	109,995.97
1220 · Mixed Investment Account	352,684.48
1230 · Murr Music Account	36,820.25
Total 1200 · Schwab Accounts	<u>499,500.70</u>
1300 · Annuity 2014	11,007.73
Total 1000 · Cash & Investments	<u>641,817.40</u>
Total Checking/Savings	641,817.40
Accounts Receivable	
11000 · Accounts Receivable	11,451.33
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	92,631.86
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	50.00
Total 2000 · Liabilities	<u>2,120.67</u>
Total Other Current Liabilities	<u>2,120.67</u>

Balance Sheet
As of March 31, 2010

	<u>Mar 31, 10</u>
Total Current Liabilities	<u>2,120.67</u>
Total Liabilities	2,120.67
Equity	
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>
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	<u>822.72</u>
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	<u>2,381.06</u>
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	<u>778.71</u>
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	<u>2,253.61</u>
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

First Unitarian Universalist Church of Austin

Balance Sheet
As of March 31, 2010

	<u>Mar 31, 10</u>
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
3600 · Unrestricted Net Assets	2,387,563.35
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%

FUUCA
Operating Fund Income
Historical View

	Jan - Mar	Apr - Jun	Jul - Sep	Oct - Dec	Total	Average
2010						
Pledge	117,251				117,251	
Non-Pledge	26,604	0	0	0	26,604	
	143,855				143,855	
2009						
Pledge	122,868	153,200	103,021	129,191	508,280	127,070
Non-Pledge	38,351	45,940	28,770	43,698	156,760	39,190
	161,219	199,140	131,792	172,889	665,040	166,260
2008						
Pledge	140,865	108,522	121,677	126,651	497,715	124,429
Non-Pledge	37,733	35,222	33,156	45,398	151,509	37,877
	178,598	143,745	154,833	172,049	649,224	162,306
2007						
Pledge	104,250	122,345	105,777	98,278	430,651	107,663
Non-Pledge	47,607	42,808	37,186	42,953	170,553	42,638
	151,857	165,153	142,963	141,232	601,204	150,301
2006						
Pledge	145,372	116,406	103,555	137,119	502,453	125,613
Non-Pledge	37,377	35,804	35,279	46,174	154,633	38,658
	182,749	152,210	138,834	183,293	657,087	164,272
2005						
Pledge	128,300	106,984	114,435	119,147	468,866	117,217
Non-Pledge	31,349	30,551	31,316	34,973	128,189	32,047
	159,649	137,535	145,751	154,119	597,055	149,264

The Interim Minister Search Task Force is continuing its work on schedule. The First UU application was submitted to UUA Transitions on April 8, including the compensation package approved by the Board Executive Committee and with congregational and RE updates provided by Sean and Lara.

The Task Force met once with Rev. Newman regarding the packet and will meet with her once again regarding what characteristics we might seek in an incoming, second year interim minister. The First UU packet is almost completely assembled for distribution to candidates.

In addition, the Task Force produced and began distributing an Interim Ministry Task Force Survey to the Congregation at large. This information will also inform the Task Force on the important issues and tasks of the incoming minister.

John Weston and the Transitions team is meeting this week with potential interim ministry candidates for congregations throughout the continent. The Task Force has been informed by John Weston of UUA to expect a list of candidates to as soon as April 20. At that time, the Task Force will begin its confidential work of reviewing the ministerial packets of the candidates in order to make its recommendation to the Board. The Task Force will require a member of the Board (last year, it was Sheila Gladstone) to assist with the Ministerial Agreement (contract) in anticipation of final approval by both parties in late May.

Respectfully submitted,
Michael West,
Trustee Liaison to the Interim Minister Task Force

Financial Report & Budget Responsibility and Authority April 20, 2010

The Executive Director's job description calls for the vesting of that position with the responsibility and authority for the budget and financial reports (p2):

While working with administrative staff, church volunteers, board members, and outside vendors when needed, the Executive Director is responsible for the following areas of operation:

....

Supervising Financial Operations:

Develop annual budget

Oversee all accounts receivable and payable, including all invoices, payments, salaries, rental fees, and pledges/contributions

Prepare annual, monthly, weekly, and ad hoc financial reports as scheduled and required

Develop, maintain, and recommend for change appropriate financial controls and accounting practices

Oversee all church accounts and appropriate cash flow, recommending best account and investment options

Maintain accurate and complete financial records

Provide accurate budget and financial forecasts as scheduled and requested

Completes timely and accurately all necessary reports to governmental entities

Provide administrative support for annual pledge drive as needed

For a variety of reasons, the board has not yet formally transferred that authority and responsibility to the Executive Director.

Draft Motion 1 (Financial Reports and Data)

The Board of Trustees of First UU Church of Austin hereby assigns responsibility and authority for church financial reports, related data, and otherwise supervising financial operations to the Executive Director. Said authority and responsibility includes the ability to change and adjust the report format, the manner of keeping data, and any related policy or procedure outlined in the

Policies and Procedures Manual, with the exception of the *Financial Assets Management Policy* and *Bylaws*, which require congregational approval to change.

The Executive Director will inform the board of any material changes through her/his regular monthly report.

The Executive Director's July 2010 monthly report will provide a more thorough description of the changes undertaken since adoption of this policy, the results, and significant concerns which have arisen in the process.

Draft Motion 2 (Budget)

The Board of Trustees of First UU Church of Austin hereby assigns responsibility and authority to develop the annual budget for the board to the Executive Director. Said authority and responsibility overrides any language to the contrary within the *Policies and Procedures Manual*, with the exception of the *Financial Assets Management Policy* and *Bylaws*, which require congregational approval to change.

The Executive Director will present a budget proposal to the board for consideration no later than its monthly October meeting.

Full Rental Policy Delegation to Executive Team
Proposed by Eric Stimmel
April 20, 2010

The board has spent too much time in the last year making small adjustments to our rental policies and procedures which our Executive Director has the competence to make. The board would do well to divest itself of this form of day-to-day management detail so we can focus on more important matters.

Draft Ordinance Rental Policy

The Board of Trustees of First UU Church of Austin hereby assigns responsibility for and authority to change church rental policy to the Executive Team. Said authority and responsibility overrides any language to the contrary within current policy, including the *Policies and Procedures Manual*, with the exception of the *Financial Assets Management Policy* and *Bylaws*, which require congregational approval to change.

The Executive Director will inform the board of any material changes to said policy through her/his regular monthly report.

The Executive Director's July 2010 monthly report will provide a more thorough description of the changes undertaken since adoption of this policy, the results, and significant concerns which have arisen in the process.

Special Rental Fees Authorization to Executive Director April 20, 2010

Draft Motion

The Board of Trustees of First UU Church of Austin hereby assigns authority to set and assess special rental fees, defraying the cost of doing business, to the Executive Director. These pass-through fees will apply directly toward the actual cost of the expense, and may include, but are not limited to, items such as:

- A sexton fee – which we already require for renter use of the Sanctuary and other special events
- A watering fee – allowing us to rent the northwest parking lot. Without such a fee, to defray the cost of watering the lawn to mitigate wear and tear, ongoing weekday rental of the parking lot during the summer would likely result in us having a mud pit when fall rains come.

The Executive Director will inform the board of any material changes to said fees through her/his regular monthly report.

The Executive Director's July 2010 monthly report will provide a more thorough description of the changes undertaken since adoption of this policy, the results, and significant concerns which have arisen in the process.

New Charge to Bridge Builders Action Team

Background:

The BBA-Team has completed much of our original charge from the board. Joe Sullivan recommended that we begin to develop our governance transition plan in more detail, which would include the governance discussion and education we have been doing at board meetings. The plan would work out in further detail the timeline and plan established at our policy-based governance training session.

Proposed Motion:

Add developing a governance transition plan to the charge for the Bridge Builders Action Team.



This document has been formatted for easy printing. [Click here to return to the regular browser format.](#)

Who owns your congregation?

A congregation's owner isn't its board, minister, or members; it is its mission.

By **Dan Hotchkiss**

Spring 2010 2.15.10



(Robert Neubecker)

As a conversation starter, I sometimes ask church board members, in my work as a consultant, to tell me what their job is. I hear a variety of answers. Someone usually says, “We represent the members of the congregation. They elected us, and we should do what they would do.” The board, in this political perspective, is like a city council or the U.S. Congress: representatives elected by the people to make law on their behalf. But “doing what the people who elected us would do” is no simpler for a board than for a legislator.

Should a board do what its constituents want, or what they *would* want if they understood the issues better and had spent more time thinking deeply about long-term implications? A problem with democracy in congregations (and elsewhere) is that future voters do not vote. Since most congregations plan to be around for more than a short time, the board must represent not only current members but the disenfranchised future also. Clearly, this responsibility requires an understanding of the board’s job that goes deeper than “we represent the members.”

Board members sometimes say, “Our job is to give the members what they want.” This idea depicts members of the congregation as customers and the congregation as a store. The customer is king, and the chief end of the congregation is to please the customer. The key metrics of success are quantitative: membership, attendance, contributions, and participation. This perspective on the board’s job explains quite a lot of what an effective board does—especially when it pays attention to the changing culture, tastes, and demographics of its service area and leads the congregation to refresh its program and recharge its appeal.

But is this really the point of a congregation?

Congregations do some of their best work when, instead of giving people what they want, they teach them to want something new. It is not unusual to hear a person thank a congregation for the fact that he or she now volunteers to help the needy or takes risks for social justice. The idea of “giving the members what they want” fails to grasp the value of a congregation that intends to influence, not simply to reflect, its members’ preferences and values.

Another answer I occasionally hear is, “We are ministers alongside the pastor.” This is a powerful idea, personified in Reformed theology as the ruling elder, ordained to lead along with teaching elders, also known as pastors. In current Presbyterian practice, ruling elders are elected and serve terms like most other board members, but the rite of ordination (and the lasting honorary status it confers) makes ruling elders more than simple representatives. Elders, as scholar Edward LeRoy Long Jr. put it, rule “according to the guidance of their own nurtured consciences and not merely as spokespersons of particular interest groups.”

The idea that a lay board member’s work is a form of ministry is worth considering in any congregation. Making a board member part of the congregation’s ordained leadership recognizes “gifts of the spirit” in the individual, and acknowledges that boards sometimes need to lead constituent opinion rather than reflect it. While the idea of board-member-as-minister deepens our understanding of an individual board member’s role, it does less to clarify the work of the board itself.

A board is not simply the sum of its members. It has a role to play and products to turn out collectively. In order to work happily and in harmony, board members need to know with some precision what role they are to play and what results they should produce.

Sometimes when I ask, “What is the board’s job?” someone (often a lawyer or banker) uses an obscure word that speaks rather deeply to the nature of the board’s role: “The board is a fiduciary.” Many people connect this word exclusively with money, but the concept actually is much broader. A fiduciary (in Latin, *fiduciarius*, “trust,” from *fides*, “faith”) is anyone whose duty is to act in faithfulness to the interest of another, even at cost or peril to himself. A parent, for example, is a fiduciary for his or her children and must care for them, no matter how much sacrifice that might require. The board of a business corporation holds the corporate assets as fiduciary for the stockholders. Since the stockholders’ main interest, ordinarily, is to make money, the duty of a corporate board is to increase stockholder value.

A congregation’s board is a fiduciary, also. Like a for-profit board, it controls property on behalf of its real owner. But who is the *owner*? Who owns a church? Or a synagogue? Often board members answer this question too quickly: “The members are the owners!” And the owners’ interest? Satisfactory worship, education, social action, and so on.

The fiduciary duty of a congregation’s board, in this view, is to know what the congregation wants and to provide it—a concept not so different from the political and commercial concepts of the board described above. This way of thinking sometimes produces good results, but it is based on a false assumption. A congregation does exist to serve its owner—but the members of a nonprofit corporation do not “own” it as stockholders own a business. Corporate stockholders can vote to liquidate the corporation’s property, pay its debts, and divide the proceeds among themselves. A congregation—or any other nonprofit—that did likewise would be violating several state and federal laws.

The most fundamental legal principle of nonprofit corporations is that they must use their resources exclusively for the specific purposes for which the state has chartered them. In the case of congregations, the charter purposes are relatively broad. For that reason, and because a congregation is exempt from many of the tax reports required of other charities, it is easy to forget that there is any limitation at all. But a congregation may not distribute its resources for the “personal benefit” of anyone—especially an officer or board member—except as reimbursement of expenses or fair compensation for services provided. For-profit corporations are required to benefit their stockholders, while nonprofits are forbidden to benefit their members. To call the members “owners” under these conditions stretches the idea of ownership quite far.

Who, then, is the owner of a congregation? Who plays the role of the stockholders in a business? Not the members. Not the board. Not the clergy or the bishop or the staff. All these are fiduciaries whose duty is to serve the owner. Symbolically, we might say God or the divine is the owner, and that might be the correct interpretation. But this concept is too big to guide decision making helpfully. The “owner” that the board must serve is the congregation’s mission, the covenant the congregation has set its heart to and the piece of the Divine Spirit that belongs to it. Or to put it differently, the congregation’s job is to find the mission it belongs to, the real owner for whose benefit the leaders hold and deploy resources.

Any effort to improve the governance of a congregation begins by recognizing that its primary measure of success is not the balance in the bank, the shortness of board meetings, or the happiness of congregants. A congregation’s “bottom line” is the degree to which its mission is achieved. The mission, like stockholders in a business, has the moral right both to control the congregation’s actions and to benefit from them. Because the match between a congregation’s mission and a corporation’s stockholders is so close, it seems to me helpful to say that the owner of a congregation is its mission.

An interesting corollary of this line of thought is that when members of the congregation vote, they, too, are fiduciaries for the mission. When a member’s interests conflict with the congregation’s mission, the member’s duty is to vote the mission. Like the board, each member has a duty to make sure the congregation serves its mission—to vote as a fiduciary for the owner—even if that goes against the member’s private preferences or wishes.

And what is the mission? The great management consultant Peter Drucker wrote that the core product of all social-sector organizations is “a changed human being.” A congregation’s mission is its unique answer to the question, “Whose lives do we intend to change and in what way?” A congregation that limits its vision to pleasing its members falls short of its true purpose. Growth, expanding budgets, building programs, and such trappings of success matter only if they reflect positive transformation in the lives of the people touched by the congregation’s work.

*Adapted from **Governance and Ministry: Rethinking Board Leadership** by Dan Hotchkiss, (**Alban Institute**, 2009). See sidebar for links to related resources.*

**Religious Education Report to the Board
March 2010
Lara Douglass, Director of Religious Education
First Unitarian Universalist Church of Austin**

The following are examples of how our Religious Education programs for children, youth, and adults have carried out the mission and vision of our congregation in the month of March.

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:

The Surprise Pal's Programming is in full swing. We have 21 pairs of Pals this year.

Building community:

The Surprise Pals Program began recruiting child and adult pals in March. This beloved program matches carefully screened Adult Pals to "anonymously" correspond with children in grades Kindergarten to Five. The parents of the children know the identity of their child's Pal, but the identity of the Adult Pal is concealed from the children. The Adults and Children will correspond for approximately six weeks through the Howson Hall Mailbox System. A "reveal" party is planned for April 11, when the child and adult pals meet face-to-face. Cake is shared, pictures taken and many lasting friendships result from this program.

Teaching compassions and love:

Mission Statement

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

The Children's, Youth, and Adult RE programs are actively involved in this mission. The children's story on Sunday morning, the collecting by the children of the food donations to Caritas, and the accommodation in the RE wing of the Children's Choir practices, highlight our commitment to this mission.

The Adult RE Classes, which include covenant groups, endeavor to continuously support our mission.

March attendance for March illustrates the contribution of RE to sustaining our church community. An attendance breakdown is attached to this report.

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

Children's and Youth groups continue to engage in curricula and group activity (YRUU and the Young Adults) to support this mission. The Adult RE Classes and Groups, especially the book groups and Covenant groups promote individual and spiritual growth, as well as support and fellowship.

• **Offer inspirational and challenging worship services**

The High School youth, along with Rev. Newman are still working on presenting an innovative and absorbing youth service in May. The children's moment almost every Sunday offers inspiration during the worship service.

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

In March, there were no specific rituals or rites of passage.

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

In March, the children's curriculum continued to focus on our Unitarian Universalist Identity. The Youth, are exploring other faiths and our own, through the Neighboring Faith's curriculum.

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

There was no Movie Night this month.

**Religious Education Report to the Board
March 2010
Lara Douglass, Director of Religious Education
First Unitarian Universalist Church of Austin**

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

The Crop Walk was well attended and supported by RE this month.

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

The class offerings this month in the adult RE program continue to attract members of the wider community. Ongoing classes such as Yoga and Tai Chi, make it possible to share our values and talents with the larger community. Rev. Newman class, Articulating Your UU Faith is going well. In March, there were many first time visitors in the Sunday morning RE programs.

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

As noted earlier, there have been many visitors to RE this month. The visitors have been diverse in race, age, and ethnicity.

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: This committee meets on the last Sunday of each month, from 12:45 to 2. Vicky Bailey Miller is the Chair. Cyndi Stein is the Children's RE Assistant, cyndi@austinuu.org

Adult Religious Education Committee: Meets the second Thursday, every other month in room 9 from 7pm to 9pm. Michael LeBurkien is the Chair. Scott Butki is the Adult RE Assistant. scott@austinuu.org.

Respectfully submitted by:

Lara Douglass
Lara Douglass
Director of Religious Education
First UU Church of Austin
April 15, 2010

March 2010 Attendance Summary

March Monthly Totals				March Weekly Totals ALL			
CLASS	9:45	11:30	TOT	DATE	9:45	11:30	TOT
Nursery	40	43	83	7-Mar	38	42	80
PRE-K	30	19	49	14-Mar	25	30	55
K-2	40	26	66	21-Mar	28	47	75
3rd - 5th	22	32	54	28-Mar	41	44	85
Middle School		33	33	Monthly Total			295
High School		7	7				
YRUU		3	3				
Choir	12	5	17				
TOT	132	163	295				

Breakdown by RE Class

Nursery	9:45	11:30	TOT	3-5 Grade	9:45	11:30	TOT
7-Mar	9	9	18	7-Mar	6	9	15
14-Mar	10	6	16	14-Mar	5	6	11
21-Mar	6	10	16	21-Mar	5	10	15
28-Mar	15	18	33	28-Mar	6	7	13

Pre-K	9:45	11:30	TOT	6-8 Grade		11:30	
7-Mar	12	6	18	7-Mar			9
14-Mar	3	4	7	14-Mar			6
21-Mar	5	5	10	21-Mar			13
28-Mar	10	4	14	28-Mar			5

K-2	9:45	11:30	TOT	High School	11:30	YRUU	TOT
7-Mar	11	6	17	7-Mar	1	2	3
14-Mar	7	5	12	14-Mar	3	0	3
21-Mar	12	7	19	21-Mar	2	0	2
28-Mar	10	8	18	28-Mar	1	1	2

Choir	1st	2nd	TOT
7-Mar			0
14-Mar			0
21-Mar			0
28-Mar	12	5	17

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 EducationMike LeBurkien
Children's Program.....Vicky Bailey-Miller
Social Action CommitteeCorinna Whiteaker-Lewis & Eric Hartman
Stewardship CommitteeBill Edwards
Endowment FundRose Ann Reeser
Memorial ButterfliesRose Ann Reeser
Worship Services CommitteeCarol Ginn

Currently Inactive Committees

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