

Ross

1987



THE CONGREGATIONAL CHURCH
OF AUSTIN

408 WEST TWENTY-THIRD STREET



AGENDA

Meeting Called to Order by Moderator

Devotions

Minutes from previous Annual Meeting and other meetings during the church year.

Review of Printed Reports. Verbal Reports from organization or officer not providing a written report. Additional information or questions about any report?

Any old business? { *1. acceptance of homosexuals - refer to Deacons*
*2. update directory. Clerk w. John convey info. to Pat. **

New Business:

1. Election of Officers, Board members, Committee chairs, and representatives to other organizations.

3. 1988 Proposed Budget, OCWM Goal for 1988, Witness Shares for 1988.

4. Date of Mar. 11, 12, & 13 for retreat at Slumber Falls? What kind is proposed?

5. Over \$20,000 was given to Eden Home Expansion 75 making our church one of the highest particularly in per capita.

6. The Federal Judge after reading the briefs said that it was a matter of law and requested that lawyers submit a request for summary judgment. Our lawyer seemed pleased about that. A trial would then be held to adjudge damages if the judge decides in our favor. If the City of Austin loses, it will likely appeal to the District Court in New Orleans. It could go to the Supreme Court.

7. The Social Action Committee did not function. The pastor recommends that that task be given to the Board of Deacons. That Board can appoint a task force or give special assignments if it chooses.

2. The resignation of the pastor effective Jan. 31, 1989. If that is accepted the Nominating Committee should meet as soon as possible to recommend a Search Committee for a new pastor. A special meeting of the congregation would be called following worship when the committee is ready to report.

8. Other? *nom. comm. selects slate of 7 by Feb. 11, accept nom. in writing*

* Mike + Andy's new address.

**Annual Report of the Board of Trustees
Congregational Church of Austin
1987**

The following members served on the Board of Trustees in 1987: Rick Vensas, Chairperson, John Camden, Secretary, Sara Ross, Financial Secretary, Dave Ashton, Treasurer, John Towery, Minister, Judy Cole, Marilyn Gaddis, Cathy Hubbs, Terri Ocean and Don Small.

Air conditioning and heating of the Sanctuary and Fellowship room was the major Buildings and Grounds accomplishment in 1987. Dave Ashton and Don Small are given special thanks for their work on the project. Additionally, landscaping on the patio and playyard was accomplished and contribute greatly to the beauty of the church. Financing for these projects, approximately \$30,000, was accomplished by using existing Certificates of Deposit as loan collateral.

Routine maintenance during the year was handled by the many multi-talented members of the Congregational Construction Company. Several workdays were held. One special workday included the use of heavy machinery (and strong backs) to remove concrete slabs and stone playscape material. Dan Masters arranged the use of the machinery through his company. Dan and his company deserve special thanks also.

Pamela Collins joined our church as Associate Minister. Financing is provided through general funds as well as the special Intern Fund.

The lawsuit concerning 23rd street continues with no resolution as 1987 ends.

Financial concerns in the future include:

- Transition from Minister John Towery's retirement at the end of 1988 to a new minister
- Continued support for an Intern or Associate Minister
- Building maintenance including refinishing pews and floors

Respectfully submitted,
John Camden

CONGREGATIONAL CHURCH OF AUSTIN
REPORT ON STATUS OF HVAC CONSTRUCTION FUND

January 9, 1988

Initial Balance		\$ 27,616.77
(Received from loan borrowed against C.D.'s)		
Deposits		
Interest earning 6/15	\$ 39.97	
" " 7/16	144.00	
" " 8/14	114.62	
" " 9/14	94.58	
" " 10/13	63.47	
" " 11/13	43.61	
Anonymous Donor 12/4	4000.00	
Total		4500.25
Payments		
Belanger and Smith (Landscape Architects)	329.41	
Climate Engineering	17,669.40	
Hill Electric	5000.00	
RGD Builders	5000.00	
Check printing fee	6.83	
Total		(27,998.81)
Balance		4118.21
<hr style="border-top: 1px dashed black;"/>		
Remaining Costs to Complete Contracts		
Climate Engineering	\$ 400.60	
Hill Electric	0.00	
RGD Builders	3513.00	
Total		(\$ 3913.60)
Projected fund balance *		\$ 204.61

*This fund balance will be applied toward painting of the new exposed ductwork in the basement. This item was not in the original project scope of work.

TREASURER'S ANNUAL REPORT - 1987
 CONGREGATIONAL CHURCH OF AUSTIN

January 10, 1988

EXPENDITURES	BUDGET	ACTUAL	%
PASTORAL LEADERSHIP			
Salary	\$17,000.00	\$17,000.00	100
Annuity, Insurance, etc.	7903.00	7900.67	100
Housing	7500.00	7500.00	100
Continuing Education	400.00	90.60	23
 SUBTOTAL	 \$32,803.00	 \$32,491.27	 99
 LOCAL CHURCH PROGRAMS			
Pastor's Discretionary Fund	\$ 200.00	\$ 200.00	100
Automobile Expense	2000.00	1850.36	93
Music for Worship	3350.00	3716.41	111
Christian Education Materials	300.00	310.00	103
Office Supplies and Postage	1200.00	941.42	78
Utilities (including Clinic)	11,000.00	10,600.51	96
Property Maintenance	4000.00	1919.56	48
Janitorial Service & Supplies	900.00	638.71	71
Church Telephone	400.00	380.89	95
Conference Delegates	300.00	190.00	63
Camps and Workshops	1000.00 \$ 1000.00	390.50	39
Safe Deposit Box	50.00	55.00	110
Bond for Financial Officers	15.00	28.00	187
Youth or New Members	100.00	0.00	0
Advertising	1000.00	424.37	42
Pulpit Speakers	250.00	261.40	105
Nursery Attendants	520.00	446.70	86
Air Conditioning	4200.00	574.09	14
Miscellaneous (Landscaping, irrigation system, and design fee)	115.00	2773.63	
 SUBTOTAL	 \$30,900.00	 \$25,701.55	 83
COOPERATIVE RESPONSIBILITIES	\$3200.00	\$3208.00	100
MORTGAGE PAYMENTS	\$10,644.00	\$10,588.82	99
 TOTAL	 \$77,547.00	 \$71,989.64	 93

Treasurer's Annual Report - 1987: Page 2.

SEMINARY STUDENT

Designated Pledges - '87	\$ 3125.00	
Balance from '86	2342.17	
Total Received		\$5467.17
Expenditures:		
Salary	* (5400.00)	
Rent	(1250.00)	
Utilities	(161.67)	
Moving Expense-Rd. trip NewHaven to Austin	(1614.00)	
Total Spent		(8126.67)
Balance		(\$ 2659.50)

* Includes \$ 300.00 monthly salary to Pamela Collins 9/87 to 12/87.

FUND BALANCES	1986	1987
GENERAL FUND		
Checking Account	\$11,024.08	\$ 6466.70
Money-Market Account	3204.81	4675.19
Total	\$14,308.99	\$11,141.89
MEMORIAL FUND	\$ 2574.77	\$ 3597.31
CERTIFICATES OF DEPOSIT	\$31,323.52	\$34,134.48
BALANCE OWED ON WEST WING MORTGAGE	\$24,705.00	\$17,018.00
Last payment - Jan. 1990		
BALANCE OWED ON AIR CONDITIONING LOAN	-	\$27,616.77

COMMENTS - The General Fund shows a decrease of approx. \$3200 from 86 to 87 even though actual spending was approx. \$5500 less than budgeted. One reason for this is the \$2659.50 negative balance of the Seminary Student program. We have included the seminary student program in the 1988 budget. Also, we began the year with the budget being \$8800.00 over pledges. However, the year-end figures are not entirely accurate because both figures include prepaid pledges, but not necessarily the same amount. We were quite fortunate in expenses last year. Actual spending was below the budget even though all the

TREASURER'S ANNUAL REPORT - 1987: Page 3.

landscaping costs were paid, but not budgeted. Two items that were considerably less than budgeted were maintenance and air conditioning costs. In the maintenance area, there were no major problems that required expenditures. With the air conditioning, only the interest costs were paid and there was no reduction of principal. This will eventually have to be corrected, but with the West Wing mortgage finishing in January of 1990, it should be easy to accomplish then. The brick enclosure for the air conditioning condensor in the playground (which will include sign lettering on the south face) was dis-cussed this past year and generally approved as a desirable project, but this has not been funded. Estimated costs are as follows:

Construction Costs	\$ 6000.00
Design Fees	1500.00
Total	\$ 7500.00

Refinishing the wood floors in the sanctuary and fellowship room has also been discussed and the cost estimate is about \$2500.00. This can probably handled by the maintenance budget barring any major problems elsewhere.

Submitted by

Dave Ashton,
Treasurer

CLERK'S REPORT

Membership 1/1/87 133. 3 added all by letter. 6 known losses (5 by letter or notification 1 by death) and 14 to adjust to reality (ed. note-In counting members for the trial only 116 could be found. 80 of those are local and 36 live out of town.) Membership number on 12/31/87 = 116. Average attendance for nine months was 57.7 with summer average being 36.6. Both figures are lower than last year.

-Catherine Hubbs, Clerk.

FINANCIAL REPORT 1987

Income Sources	General	OCWM	Other
Loose Plate	2,163.77	0.00	50.00
Interest from Savings	1,052.11	0.00	0.00
People's Community Clinic \$1100/mo.	13,300.00	0.00	0.00
United Cam. Min. \$233.33+82.75util/mo.	827.52	0.00	2,799.96
Miscellaneous Income	1,130.00	0.00	0.00
Misc. Deposits(redeposits etc., not income)	1,599.30	0.00	0.00
Sub-Total	20,072.70	0.00	2,849.96
Pledged Income	41,854.95	7,081.30	7,406.05
Non-Pledged Income	9,905.00	515.00	810.00
Total by Columns	71,832.65	7,596.30	11,066.01
Total Deposits	90,494.96		

Status of Budget vs. Income:	General+UCM
1987 Budget	77,219.00
1987 Budgeted funds (gen.-misc.dep.+UCM)	73,033.31
Difference	-4,185.69

Status of UCM and Clinic:	UCM	Clinic
Expected Income	3,792.96	13,200.00
Actual Income	3,627.48	13,300.00
Difference:	-165.48	100.00

UCM is paying \$69.96 utilities rather than the \$82.75 expected. They are budgeted at \$1000 for the year or 83.33/month.

1987 Pledge Record:	General	OCWM	Witness	Intern
1987 Pledges	42,418.00	7,071.00	2,039.00	3,964.00
Pledged income paid in 1987	41,854.95	7,081.30	2,196.00	3,125.00
1987 pledges paid in 1986:	6,050.00	775.00	225.00	1,100.00
1988 pledges paid in 1987:	5,600.00	700.00	225.00	300.00
Total of Pledged 1987 funds in:	42,304.95	7,156.30	2,196.00	3,925.00
Difference (pledged-actual)	-113.05	85.30	157.00	-39.00
1988 Pledges: (31 units)	43878.00	8272.00	1927.00	3051.00

Jana Ross
Financial Secretary

Coordinating Council Report
11 January 1988

The Coordinating Council met 22 March, 25 April, 17 May and 20 September. The members are Michael Adams, Mat Blackstock, Judy Cole, and Carol Barrett and John Towery, Cathy Hubbs, and Clark Hubbs *ex officio*. Vic Appel and Jim Tomasek made valuable invited contributions.

The major duty was to make plans for the Pulpit (=Search) Committee. The council endorsed the directive of the 1987 Annual Meeting that Dr. Vic Appel should coordinate the Goal-setting Committee that will provide background material for the Pulpit Committee. The goals inventory was distributed in the spring. Minimal response from the congregation occurred. The next major activity involved a meeting with Rev. Tomasek who provided insight on establishing a Search Committee. The committee should represent the diverse interests of the church but have a relatively small membership (5 or 7 individuals). It was suggested that the Search Committee be established at the Annual Meeting, but the necessary interactions with the Nominating Committee have not taken place. A subcommittee of Dr. Vic Appel, Dr. Mat Blackstock, and Ms. Carol Barrett established, administered, and reported on a church profile. The results have been presented to the congregation. The results were diverse, supporting an hypothesis that the membership has wide interests and is tolerant of the activities of most others.

Judy Cole endorsed the Annual Meeting motion to have a brass plaque for the table given by Weldon Scheel but felt that such motions need to specify the agent responsible for carrying out the project. The Coordinating Council approved Ms. Cole's suggestion.

Clark Hubbs, Moderator

Annual Report of the Board of Deacons
1987-1988

During the past year the following members of the congregation provided service to the Board of Deacons: Michael Adams, Charles Aurand, David Bartholomew, Rambie Briggs, Sarah Bentley, Linda Bulkeley, Pamela Collins, Catherine Hubbs, Dennis Isenberg, Stella Morrison, and John Towery. The ideas and energies of each of them is greatly appreciated.

At the first meeting, Rambie was elected Chairman, and Linda was elected Secretary and Coordinating Council Representative.

The Board has served throughout the year in its usual responsibilities of reviewing and recommending new members to the congregation as well as securing speakers to fill the pulpit on appropriate occasions.

A few items of note include the following:

1. The Slumber Falls Retreat in the Spring included some structured activities regarding spirituality. The event was well-planned by Sarah Bentley, Linda Bulkeley, David Bartholomew, and Doyal Pinkard.
2. The Easter events included a sunrise service in the Briggs garden. It was planned by David Bartholomew and was well attended.
3. As the end of David's internship approached, the Board appointed the Parish Life Committee to address the continuance of many of the new activities that had been instituted during the past year. This committee subsequently interviewed candidates for the position of Parish Associate and recommended Pamela Collins for the position.
4. A new slate of Greeters with David Ross as the Chairman was appointed.
5. Student-in-care status was initiated for both Pamela Collins and Carol Barrett.

In the Autumn, Linda Bulkeley moved away. Catherine Hubbs most graciously served as our secretary for the remainder of the year. Sarah Bentley resigned her position on the Board. We do appreciate the time she was able to spend with us in this capacity.

We wish to send special bouquets of gratitude to those members of the congregation who have so patiently and graciously continued to serve us all. Hildegard Everett has continued to faithfully provide the floral embellishments for the sanctuary. Oliver and Midori Campbell and Rick and Judy Vensas have continued to prepare our communion service. We thank them so much. We also thank the Adult Sunday School people who have helped us under the direction of Pam Collins now that Rick and Judy have moved away. Carol Barrett and Chuck Aurand have made many special contributions to our activities, and we thank them.

As we enter 1988, we honor the leadership of John Towery and Pamela Collins. We look forward to this year as being one of renewed fellowship and commitment.

Respectfully submitted,

Rambie Briggs, Chairman

CHURCH SCHOOL

Our high school group has dwindled the past two years as more and more of that group have gone to college. This year Carol Barrett has been alternating Sundays with Pat Oakes. Marilyn Pickens has continued as our superintendent and the teacher of the downstars group which goes from 2's to 3rd grade. Mel Oakes has grades 4-8 and has a class of four boys. David Bartholomew taught our all age group until May, and Pamela Collins continued with the group in the fall by introducing them to the mysteries of the Apocrypha (the books written between the times of the Old Testament and the New Testament.) Our thanks to our faithful teachers for the many hours of work that they have contributed.

COVENANT

Current-We, free people in the presence of God, pledge with Him and each other to conduct ourselves in Christ's way as revealed in the Bible, conveyed in the history and tradition of the Church, discovered through the laws of nature, heard in the outcry of human need, or spoken in the "inner voice". We seek fervently for the additional light which God gives to those who are ready to see, and we rejoice in the opportunity to give of our living for the worthy purposes laid before us.

Proposed-We, free people in the presence of (the Spirit of) God, pledge with God and each other to conduct ourselves in Christ's way as revealed in the Bible, conveyed in the history and tradition of the Church, discovered through the laws of nature, heard in the outcry of human need, encountered in the inspiration of human love, or spoken in the "inner voice". We seek fervently for the additional light which God gives to those who are ready to see, and we rejoice in the opportunity to give of our living for the worthy purposes laid before us.

The proposed change takes away sex language about God and testifies that we can know God through human love.

and the response of

In checking the pastor's reports since 1969 I found many items that are still relevant this year. Next year I hope to have enough time to make a historical report for you, but it will not happen this year. Suffice it to say that many years have found our concern about the need for new members. We have often thought that we were going to get persons trained as visitors, but we never seem to get operative. We do have some system as persons who sign our guest register are written to, and we sometimes put them on our mailing list. Unfortunately we have people who worship with us who do not sign the guest register. We had hoped that our greeters would get them to sign the guest register, but too often that does not happen. The most worrisome item is that we have not had the visitors this past fall that we usually have. We do not know if we need to do more advertising or if the closing of the street is our problem. We are certain that one of the major concerns of our members when they answered the questionnaire for the Search Committee was obtaining new members. If you check the Clerk's Report, you will note that we only have 80 members living in the immediate Austin area. Several of them are not active. Few of our out of town members donate to our budget. Some of them are university students and are not really able to do so. When you recognize our small size our pledge totals and attendance at worship are very commendable if not amazing. We have 31 pledges providing \$57,128. in four categories for an average of \$1,842.84. Several of our members realize that we really need more members. Three persons have indicated a willingness to go to Houston for the Conference Evangelism training. If the session is too full that training will likely be given in our area. If growth does not occur when we really try, it might be time to consider our other options such as relocation. We cannot do anything on that front until we know what is the result of our lawsuit against the City of Austin. At the moment we are waiting to hear the judge's verdict. Both sides have filed for summary judgment. If our case is successful, we will have a trail to determine the amount of damages. Our lawyer believes that the City of Austin will almost certainly appeal if they lose. The case could go to the Supreme Court. It could take three or four years to decide. In the meantime, we need to be serious about seeking new members. It will take more effort for all of us in the coming year.

One asset that our church will enjoy in this coming year is our new heating and cooling system which will assure the comfort of visitors as soon as we learn how to use it effectively. In addition our courtyard now looks much more attractive with the brick and the plants. Grass in our old playground area also has much to admire when we replace the missing cedar planks. We then need to finish our cedar planks with a preservative stain that will also improve the way that they look. Our next major project that has received approval is the erection of an enclosure for the compressor in the playground area with an attractive lettering on it to indicate to automobiles who we are. We owe thanks to David Ashton for supervising much of our work, and Donald Small did design work and negotiated contracts. He also secured the landscape architect for us.

We also have a design for further plants in the old playground area if we want to use them in the future. The cost of the outdoor improvement was greatly reduced by Dan Masters who borrowed at no cost a dump truck, a Case backhoe, and the rig to haul it. He also used his own welding equipment to remove part of the fence. Several of us gave a Sunday afternoon to the removal of the concrete blocks etc.

One action of the church which was personally disappointing in last year's annual meeting was the declining to name our church as open and affirming without regard to sexual preference. Only sixteen churches have indicated a willingness to take that stand. It may not be important to us, but it is to those who feel rejected.

Communication lines broke down with the holidays, and the first task our new nominating committee needs to undertake immediately is the naming of a Search Committee. Great care needs to be given to have representation of age groups, occupations, sex, race, economic background, theological orientation, and social outlook. The church should have a meeting in February affirming or changing those nominations to enable the Committee to get to work.

In spite of the fact that we do not have our budget pledged, we do not seem to be immediate danger. We do not have the reserves that we once had as our money is pledged because of our debt. If we can only pay the interest on our new debt, our old debt on our building will be paid in just two more years as our Treasurer pointed out. We can also delay doing some of our improvements such as refinishing our floor in the worship area. We can be very grateful that we have finished the year with all bills paid and a positive bank balance.

The intern year with David Bartholomew was a good experience for the church and for him. If all goes well, he hopes to be ordained here in the church after his graduation. The present plans are that Dena will find a diocese that will place her and David will then seek work in that area.

The church has committed itself to a parish associate through the month of May. To our surprise and delight Pamela Collins has joined the church and is now working toward ordination. We are also pleased to note that another member, Mrs. Carol Barrett, is seeking student under care status and has entered Austin Presbyterian Theological Seminary on a part time basis. We look for the day when they can be ordained and enter the active ministry.

In the seventies we took up a good deal of space reporting to you the various groups using our church. United Campus Ministry uses five of the rooms on the top floor of our educational wing. It has a Peace group using one of the offices. The church group formerly known as Mars Hill with the Rev. Steve Darby as its minister uses our facilities on Saturday and Sunday nights when we are not using them. The group is of the Assembly of God denomination. The major use of our building is by People's Community Clinic which now uses all of our basement area in both the new and old buildings. The street and second floor level of the educational wing are in constant use during the week. Our Fellowship

Room is used on each Tuesday night for a Lamaze eight week course. I think it is the only free course offered in Austin. We no longer have the Sufi group or the meditation groups that wanted to use our space. We also miss the book sales that the Wellesley alumni had to raise scholarship funds for their school. United Campus Ministry and People's Community Clinic are a part of our mission. The Clinic basically serves the working poor who have too much income for a Brackenridge card but not enough to afford a private physician. United Campus works with international students during the Christmas holidays, cooperates in a project in Jamaica to teach about life there, is very active in US-USSR relations, and has organized several informative seminars about community and university education.

My personal thanks to the church for its support this year and in previous years. You have given a good deal of time to the work of the South Central Conference by permitting me to participate. This next year will continue to find me busy with Conference affairs and closing down my occupation of church space with books etc. At this time next year my ministry here will almost be at an end. I hope we will be able to rejoice together and pray that God will use us both in the service of the kingdom.

John C. Towery

Pastor's Resignation

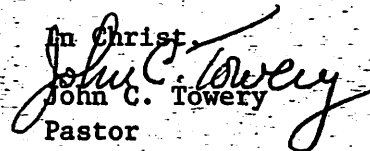
Jan. 17, 1988

To the Congregational Church of Austin:

After more than twenty-eight years as pastor of this church, I herewith submit my resignation as your pastor effective Jan. 31, 1989.

Please accept my gratitude for your support, patience, and understanding that has meant so much to me as I have shared in ministry with you. It is my prayer and hope that your next pastor will have the same support that you have given me.

At our next and my last Annual Meeting I hope to give you a review of our almost thirty years together.

In Christ,

 John C. Towery
 Pastor

PEOPLE'S COMMUNITY CLINIC

Mid-year Report 1987/88

The major focus of Clinic efforts was productivity; the effective, efficient use of resources to provide quality services and to maintain high performance standards.

Clinic staff at all levels exerted optimum efforts with the following results.

Pharmacy: Formulary generated; computerization to allow for master billing implemented; as a result of the formulary overall drug supply costs were contained and in some program areas reduced. Pharmacist Vickie Harlan is to be credited with these accomplishments.

General Medicine

- I. Increase in patient appointments:
 1986: 6005 visits
 1987: 8950 visits

A 30% increase in patient appointments with only a 17% percent increase in the City allocation.

- II. HIV pre- and post-test counseling:
 1986: 538 appointments
 1987: 1098 appointments

200%+ increase in service achieved with a 28% increase in allocation

This increase can be attributed to the utilization and training of volunteers to serve as HIV counselors. During this period basic medical policy and procedures for training and screening volunteer counselors was initiated and implemented. In addition, 3 PCC staff members donated volunteer time on a regular weekly basis to insure service. This donated staff time was in addition to each individual's regularly scheduled work hours

The following staff members deserve commendation for extraordinary dedication and service.

Margaret Taylor-Nurse Practitioner
 Dan Daniel-Physician's Assistant
 Karen Deli-Health Educator

- III. Pediatrics
 1986: Ages 0-12, 780 appointments
 13-18, 420 appointments
 1200-1986 total
 1987: Ages 0-12, 1135 appointments
 13-18, 744 appointments
 1879-1987 total

A 56% increase in pediatric service appointments

IV. Services to minorities

1986: 660 appointments serving Black patients
 1080 appointments serving Hispanic patients
 1740 TOTAL

1987: 895 appointments serving Black patients
 1621 appointments serving Hispanic patients
 2516 TOTAL

45% increase in service units to minority patients

Quality of services and performance standards:

The following activities were implemented to maintain and improve functional operations.

1. All team leaders attended 6 four hour Zenger Miller management training sessions and received certifications of completion.
2. The entire Clinic staff was instructed in the use of Patient Flow Analysis (PFA), patient flow time study and its applications to identify flow segments that inhibit efficient service delivery.
3. The appointment, admissions, patient check out and medical record functions reached high standards of efficiency through cross-training of staff, rescheduling of hours and procedural modification.

The admissions, appointment and check out functions, all areas that come into contact with every patient, have operated at maximum capacity. The increase in total patient visits (1986/87 15840; 1987/88 16774 all program total projected-6% increase) was achieved without staff increase through the maximum efforts of Robin Lively, Team Leader, and members of the team:

Lynda White
 Lisa Hernandez
 Virginia Parks
 Gloria Bass
 Anita Green

In addition, Robin Lively, Lisa Hernandez and Virginia Parks undertook the massive project of purging and reordering all the patient records stored since 1970. As a result, records are accessible and systematically ordered; required rental storage space needs were reduced.

4. a. PCC provided pre-employment physicals to men and women 55+ enrolled in the Women's Center JTPA employment training program. This expanded our service availability to a medically underserved segment of the population.
- b. James Seehafer, Laboratory Supervisor, engaged in a lengthy and in depth price study bid process to obtain the best price for outside laboratory work. This effort involved obtaining bid estimates from a number of laboratories, conducting cost and service quality comparisons, and negotiating with vendors for cost reductions. Modifications were implemented based on cost

quality considerations with the assurance that final agreements were the most cost effective available. In addition, Mr. Seehafer conducted a cost/volume study to serve as the basis for triggering expanded in-house testing when warranted by volume.

- c. The medical team direct service staff eliminated the use of substitute practitioners to see the patients appointed to any staff practitioner absent due to illness. This action reduced costs without patient service reduction. The medical team in such instances provided these patient services in addition to the full schedule of appointments borne by each individual.

Medical team members to be recognized are: Margaret Taylor
Dan Daniel
Sharon Lynch
Pauline Martin
Dr. Mark Springs
Denise Hurlbut

The Health Education counseling component maintained full service and in the case of HIV and AIDS education in family planning expanded the range of education to patients despite the fact that staff hours were reduced as a result of fund reductions.

1986 weekly paid staff hours: 110

1987 weekly paid staff hours: 85

This level of optimum efficiency was supplemented by a significant amount of uncompensated overtime.

The volunteer coordinator increased the effectiveness of recruitment efforts and volunteer retention that resulted in maintaining levels of volunteer participation despite local economic conditions that diminished the availability of individuals for volunteer service.

Members of this team are: Pat Garrett-Team Leader
Karen Deli-Health Educator
Dee Dee Smith-Volunteer Coordinator
Marcia Tashnick-Health Educator

The Finance Manager, Kathy Barnett, and the Support Services Team Leader, Robin Lively, implemented collection policies that reduced the number of bad checks. Robin Lively (assisted by Lynda White) successfully refined the computerization cash receivables component and data collection functions of the computerized system. This allowed for: accurate billing; effective data collection and retrieval of service information essential to successful grant funding.

Other actions and significant work products

1. Personnel policies written and submitted to the Board for evaluation
2. The certification of the staff physician by INS as civil surgeon to provide amnesty physicals to Hispanic patients.
3. Clinic involvement in the community by active participation on the following committees and boards:

- Teen Sexuality Education Committee
 - AIDS Services Coalition
 - Teen Parenting Services Network
 - Interim Planning Board for the Homeless
 - Austin Plan Steering Committee
 - Austin Plan Health and Human Services Task Group
 - Minority AIDS Services Coalition
 - Title X Family Planning State Advisory Committee
 - Austin Area Human Services Association
 - Community Needs Assessment, Technical Advisory Committee
 - Volunteer Center, Technical Assistance Program, Advisory Board
4. \$5000 grant award by March of Dimes for prenatal services
 5. Participation by invitation of CDC in work group to formulate national policy for AIDS education in family planning programs.
 6. Participation by invitation in:
 - State Debate on Health Care
 - Teen Pregnancy Forum to develop statewide strategies and policies addressing the problem of teen pregnancy
 7. Adopt-A-School program providing Brooke Elementary School with health/nutrition education resources and assistance. These students are predominantly low income minority students. PCC staff has taken this on as a volunteer activity with a major contribution by Marcia Tashnick.
 8. Internal organizational study by Title X consultant to identify focus areas for team building and organizational effectiveness that address the needs of individuals, teams and the managements functions.

NOMINATIONS - 1988

<u>One Year Terms:</u>	<u>Incumbant</u>	<u>Nominee</u>	<u>Floor Nominee</u>
Clerk	Cathy Hubbs	Cathy Hubbs	
Financial Secretary	Sara Ross	Sara Ross	
Treasurer	David Ashton	David Ashton	
Coordinating Council	Mathis Blackstock	Mathis Blackstock	
Church School Supt.	Marilyn Pickens	Marilyn Pickens	
Director of Enlistment	Fran Briggs	David Ross	
Historian & Archivist	Hildegard Everett	Hildegard Everett	
" " "Assoc.	Pat Oakes	Pat Oakes	
Music Comm. Chair	Marie Scheel	Marie Scheel	<i>w/ky no missin</i>
Publicity Comm. Chair	Pat Oakes	Kay Finch	<i>com. ch.</i>
Mission & Stewardship	David Ross	David Ross	
Austin Conf. of Chs. (need 2)	John Cooper	John Cooper	
Metro Ministries	Weldon Scheel	Weldon Scheel	
	Caroline Sawyer	Pamela Collins	
	Glenn Williams	Charles Aurand	
Austin Interfaith	Flo Chiles	Flo Chiles	
Sponsoring Comm. (Need 5)	Doyal Pinkard	Allan Case	
	Tommie Pinkard	Mary Charles Williams	
	Kathy Strong	Kathy Strong	
	Dale Tercey	Margaret Taylor	
Brazos Assoc. Council (Alternate)	Dan Masters	Dan Masters	
		Carol Barrett	

Three Year Terms:

BOARD OF TRUSTEES

1985-87	John Camden & Judy Cole (going off, not eligible)	
1986-88	Marilyn Gaddis and Donald Small	
1987-89	Rick Vensas (gone)	Reynaldo Salas
	Janice (Terri) Ocean	
1988-90		Victor Appel Midori Campbell

BOARD OF DEACONS

1985-87	Stella Morrison & Rambie Briggs (going off, not eligible)	
1986-88	Linda Bulkeley (gone)	Hildegard Everett
	Dennis Isenberg	
1987-89	Sarah Bentley (resigned)	Carol Barrett
	Michael Adams	
1988-90	Nancy Brown Frederic Burchsted	

Nominating Committee

1985-87	Allan Case (going off, not eligible)
1986-88	Dorothy Lay
1987-89	Mathis Blackstock
1988-90	Rambie Briggs

Delegate to South Central Conference

Doyal Pinkard (term complete) Fran Briggs

Moderator-thru 88

Clark Hubbs

Church Budget 1988

	1985	1986	1987	1988	
PASTORAL LEADERSHIP					
Salary	\$13,000	\$16,770	\$17,000	\$17,250	
Annuity	2720	3300	3430	3535	
Tax Sheltered Annuity	3000	1000	1000	1000	
Health Insurance	3000	3080	3228	4426	
Family Protection plan	200	236	245	253	
Continuing Education	400	400	400	400	
Housing Allowance	6400	6800	7500	8000	
SUBTOTAL	\$28,720	\$31,586	\$32,803	34864	6.28%
LOCAL CHURCH PROGRAMS					
Pastor's Discretionary Fund	\$200	\$200	\$200	\$200	
Automobile Expense	2040	2040	2000	2000	
Music for Worship	2500	3450	3350	5200	
Christian Education Materials	400	400	300	250 → \$300	
Office Supplies & Postage	1100	600	1200	1200	
Utilities (including clinic)	11000	11000	11000	11000	
Property Maintenance	2500	4000	4000	4000	
Janitorial Supplies & Services	900	1040	900	750	
Church Telephone	500	500	400	400	
Conference Delegates	250	300	300	300	
Camps & Workshops	100	100	1000	1000	
Safe Deposit Box	35	50	50	55	
Bond for Financial Officers	0	15	15	28	
Youth or New Members	0	100	100	0	
Advertising	600	1000	1000	750	
Pulpit Supply & Speakers	240	240	250	250	
Nursery Attendants	216	520	520	520	
Miscellaneous	0	0	115	97	
SUBTOTAL	\$22,581	\$25,555	\$26,700	\$28,000	4.87%
COOPERATIVE RESPONSIBILITIES					
Metro-Ministries	\$400	\$400	\$400	\$459	
Brazos Association Dues	140	140	125	266	
Austin Conference of Churches	300	300	300	300	
Texas Conference of Churches	30	30	30	30	
National Council of Churches	15	15	15	15	
World Council of Churches	15	15	15	15	
Regional Seminary Support	300	300	300	300	
Eden Home	500	500	500	500	
United Campus Ministry	200	200	200	200	
Yale Divinity School	100	100	100	100	
Back Bay Mission	100	300	300	300	
Slumber Falls Camp	100	100	100	100	
Salvation Army	50	50	65	65	
Caritas	50	50	50	50	
Austin Interfaith	0	500	500	500	
Synod				200	
SUBTOTAL	\$2,300	\$3,000	\$3,000	\$3,400	13.33%

Church Budget 1988

MORTGAGE PAYMENTS

on New Wing	\$10,644	\$10,644	\$10,644	\$10,644
on Top Floor of New Wing	4800	2700	0	0
Air conditioning	0	1000	4200	4200
SUBTOTAL	\$15,444	\$13,344	\$14,844	\$14,844

\$3,600

SEMINARY STUDENT

	\$9,000	\$9,000	<u>\$3,000</u>
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(Seminary student not included in 1987 Budget total)

TOTAL BUDGET

	\$69,045	\$73,485	\$77,347	\$84,108	8.74%
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NON-PLEDGED INCOME

Loose Plate Offerings	\$1,400	\$1,500	\$1,600	\$2,000
People's Community Clinic	12000	12000	13200	13200
Other Church Groups	500	500	500	500
Interest from C.D.'s	1000	850	1000	2000
Non-pledged giving	4000	5000	4000	5000
United Campus Ministry (top floor)	4800	4800	2796	4800
United Campus Ministry (utilities)	800	800	1000	1000
TOTAL	\$24,500	\$25,450	\$24,096	\$28,500

NEEDED IN PLEDGES -- LOCAL

	\$44,545	\$48,035	\$53,251	\$55,608	4.43%
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Total pledged -- local

	\$36,990	\$42,922	\$42,418	\$0
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OUR CHURCH'S WIDER MISSION GOAL

Primary Goal	\$7,980
Advance Goal	8,468
Challenge Goal	8,944

\$43,878

\$8,272 pledged

Witness Shares or New Church Starts Goal

	\$2,000
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\$1,927

Parish Associate Goal

	\$3,000
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\$3,051

\$46,929

You can make four separate pledges if you wish. Remember that you can change your pledge at any time up or down.