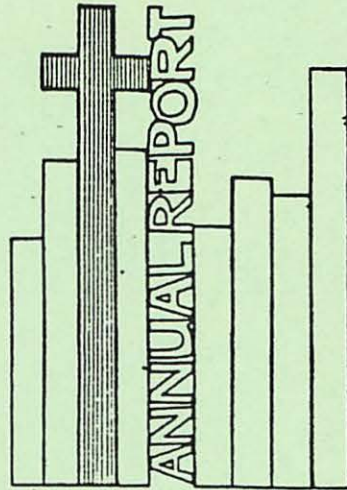
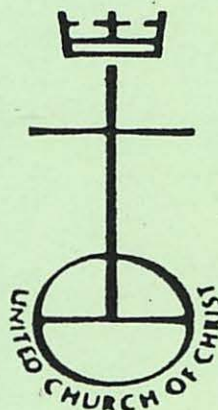


1989



THE CONGREGATIONAL CHURCH
OF AUSTIN

408 WEST TWENTY-THIRD STREET



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CONGREGATIONAL CHURCH OF AUSTIN

ANNUAL MEETING

1989

January 21, 1990

A G E N D A

CALL TO ORDER Clark Hubbs, Moderator

INVOCATION

ROLL CALL Cathy Hubbs, Clerk

REPORTS

MINUTES OF THE JANUARY 15, 1989 ANNUAL MEETING
CONGREGATIONAL MEETING, JANUARY 22 AND OCTOBER 15, 1989

TREASURER'S REPORT David Ashton

FINANCIAL SECRETARY'S REPORT Sara E. Ross

OTHER REPORTS

BUSINESS

UNFINISHED:

NEW:

PROPOSED BUDGET, 1990

PROPOSED BYLAWS REVISION

REPORT OF THE NOMINATING COMMITTEE

OTHER BUSINESS:

BENEDICTION

ADJOURNMENT

MINUTES OF THE ANNUAL MEETING
CONGREGATIONAL CHURCH OF AUSTIN
January 15, 1989

The meeting was called to order at 1:05 p.m. by Clark Hubbs, Moderator, and opened with a devotional given by John Towery.

The minutes of the 1988 meeting and subsequent congregational meetings during 1988 were read by Catherine Hubbs, Church Clerk. Mat Blackstock moved to approve the minutes as read. Rizer Everett seconded. Motion carried.

The reports of boards and committees for 1988 were reviewed and clarifications and corrections made.

Annual Financial Report: Acceptance moved by Pat Oakes; seconded by Hildgard Everett. Pat Oakes asked for the significance of the minus figures. David Ashton replied that apparently the United Campus Ministry never had in writing the amount we asked for in 1988, so they paid what they had paid in 1987. The minus figures indicate the difference between expected and actual income. Motion approved.

Treasurer's Report: Acceptance moved by Mat Blackstock; seconded by Hildegard Everett. John Towery mentioned that a little over \$4000 of the general fund is principal from the McNeely estate and should not be spent for fifty years. Marie Scheel asked that special thanks be given to the financial secretary and the treasurer. Motion approved.

1989 Budget: Acceptance of the report was moved by Tommie Pinkard; seconded by Rizer Everett. Vic Appel said that in view of the fact that we are not quite as broke as it had previously appeared he would like to know which items had had to be deleted in making up the budget. David Ashton replied that the \$7000 grant by the Board of Homeland Ministries to the People's ^{Community} Free Clinic for AIDS is a one-time thing and therefore should not be included in anticipated income for future years. Pastoral leadership and annuity figures were reduced because of a projected interim ministry during 1989. Pam Collins questioned the reduction in the family protection plan figure. David Ashton explained that this item will not be needed by the interim.

The increased expense for music is salary for three musicians for nine months; we have only two musicians in summer. Vic Appel asked if an annuity will be needed by the interim. Jim Tomasek said that it depends on the situation of the particular intern.

Chester reminded the membership of our history of needed increases. We had to increase our budget when John Towery came. David Ashton replied that the Search Committee was given a conference minimum and that the total package conforms to South Central Conference guidelines. Fran Briggs stated that the figure given is for someone straight out of seminary. We may be asked for more than this. The Moderator concurred. Michael Adams questioned the amount allocated for health insurance. David Ashton said that this is a competitive figure. He is asking State Farm for an estimate. Dennis Murphy remarked that the sum seemed reasonable for a small group. Jim Tomasek explained that the conference group being insured is older than some and therefore more expensive. He wants to look at comparable coverage; there are some 6000 ministers in the national pool. Fran Briggs mentioned that our contribution to Yale is made because of John's affiliation. We may want to move it to another institution, depending on our new minister. Motion for acceptance approved.

Deacons: Acceptance moved by Rizer Everett; seconded by Doyal. Hildegard asked that thanks to Nancy Brown be added to the report for her care of the communion tablecloths and thanked Fred Burchsted for preparing the report. Friendly amendment accepted.

Search Committee: Hildegard moved acceptance; Weldon Scheel seconded. Thanks were extended to Hildegard for the use of her home for meetings and to Rizer for being gracious about being kicked out. Motion accepted.

Clerk's Report: Rizer Everett moved acceptance; Mat Blackstock seconded. Tommie Pinkard asked that the word "out" be added to the phrase "two transferred." Friendly amendment accepted.

Pastor's Report: Pat Oakes moved acceptance; Nancy Brown seconded. Marie Clark called for the question. Motion carried.

Jim Tomasek then called for acceptance of the collective reports. Hildegard Everett seconded. Motion carried.

Coordinating Committee: The Moderator distributed the committee report. Hildegard Everett moved acceptance; Tommie Pinkard seconded. Clark Hubbs said that the committee has made a recommendation to the Board of Trustees, who will bring it before the congregation next Sunday.

Clark Hubbs asked for other reports.

Trustees: Report was distributed. Rizer Everett moved acceptance; Mat Blackstock seconded. Garry Cole mentioned that the first floor is being vacated by the Clinic and that David Ashton will change the locks at the same time. Jean Appel asked for the projected date, and Garry answered February first. David Ashton's goal is to renovate the nursery and kitchen space. The second floor will be changed, with the front area cleared out for shared space. David has put a lot of time into revising our lease with the Clinic. He has included drawings defining what is Clinic space, what is shared space, and what is Church-only space. The first floor will be used by the Church alone. The only exception will be the case of a disabled patient who needs wheelchair access to an examining room. An examining table will be set up in the Fellowship Room for such an event and will be dismantled immediately following the examination. The whole third floor will be used by the Clinic through the \$7000 grant from the Board of Homeland Ministries for the purpose of AIDS counseling.

The actual value of the square footage used by the Clinic amounts to \$4000 a month, but we are only charging \$1400 a month. The balance can be considered a grant from the Church. It is the only agency which does counseling for women exposed to AIDS. The liaison committee of Church and Clinic includes three members from each organization. Church members consist of a representative from Trustees, a representative from Deacons, and a member-at-large. Motion for acceptance approved.

New business:

Mat Blackstock presented the slate of nominations for 1989, with thanks to Rambie Briggs and to the Church members for being so cooperative. Marie Scheel voiced appreciation of the Music Committee to the choir. Pat Oakes expressed the heartfelt appreciation of the church members to the return of Marie Scheel as our choir director. Chester Lay moved that we accept the slate by acclamation. Pat Oakes seconded. Motion carried.

Adoption of the budget was then moved by Rizer Everett; Pat Oakes seconded. David Ashton made a correction: with the latest pledge of \$4.00, we now will have \$4.00 more income than outgo. Dennis Murphy asked if a procedure exists to amend the budget in the event of substantial change. Clark Hubbs replied that in the event of substantive change a congregational meeting would be held. Otherwise, action by the Trustees will be sufficient. Michael questioned the expenditure of \$10 an hour for the nursery attendant. Consensus was that this expenditure was

preferable to the previous informal arrangement. Pam Collins questioned the adequacy of our \$200 contribution to the General Synod this year, considering our involvement, with John Towery as President. John replied that any volunteers to General Synod usually pay their own way. Doyal Pinkard called for the question. Budget approved.

Retreat at Slumber Falls: The March dates we asked for are not available. Nodie Murphy suggested that someone check on available April dates. It was agreed that the appropriate "someone" should be the Deacons. Pat Oakes seconded. Passed.

City suit: The federal judge decided in favor of the city. Our lawyer, Les King, is planning an appeal to the Federal District Court in New Orleans on the basis of abuse of discretionary power of the federal judge as to access to our Church. Clark Hubbs explained that if we take no action, that means that we vote for him to continue. Agreed. Mat Blackstock suggested a letter of appreciation to our attorney. Referred to the Trustees for action.

The United Church Board for Homeland Ministries is targeting 1989 as the time for a Campaign against Homelessness. Michael Adams proposed that this church do whatever we can in the campaign. Tommie Pinkard asked what the Board has in mind. Jim Tomasek said he will get the material to us as he receives it. Vic Appel has some materials and will be glad to share them. John Towery suggested referring the matter to the Deacons.

Vince Maggio would like to have eight lay members' opinions on concerns to be forwarded to the Office of Church in Society and to the Board of Homeland Ministries. Doyal Pinkard said that he was interested. Clark Hubbs appointed him to head a committee. Others expressing a willingness to participate included: Michael Adams, Chuck Aurand, Pam Collins Aurand, Rambie Briggs (volunteered by his wife), Cathy Hubbs, Chester Lay, Pat Oakes. Doyal will notify them of the meeting date.

No other new business being brought forward, Clark Hubbs yielded the floor to Pat Oakes, who moved to adjourn. Adjournment at 3:25 pm. A new record.

Catherine S. Hubbs

CONGREGATIONAL MEETING FOLLOWING THE SERVICE
JANUARY 22, 1989

The meeting was called to order by Clark Hubbs, Moderator. Vic Appel, representing the Trustees, informed the congregation that the Coordinating Council and the Board of Trustees recommended a full-time interim minister and explained the South Central Conference guidelines for compensation. Conference recommended yearly salary for a full-time pastor is listed as \$34,864. With deletions of family protection plan and continuing education items, the salary for an interim might be projected for \$30,198.

He then recommended the salary and the Rev. Sarah Bentley as candidate for interim pastor. Chester Lay seconded the motion. Doyal Pinkard proposed a friendly amendment: to call Sarah Bentley at a sum of \$30,198. Motion carried.

Mat Blackstock, for the Nominating Committee, moved and seconded the name of Pam Aurand as member-at-large on the Liaison Committee with the People's Free Clinic. Motion carried.

Chester Lay asked that both actions be recorded as unanimous. The Moderator instructed the Clerk so to state.

Clark Hubbs then yielded the floor to a simultaneous adjournment motion by Pat Oakes and Michael Adams.

Respectfully submitted,
Catherine Hubbs, Clerk

Catherine Hubbs

CONGREGATIONAL MEETING FOLLOWING THE SERVICE
APRIL 9, 1989

The meeting was called to order by Clark Hubbs, Moderator. Fran Briggs, representing the Search Committee, presented to the congregation their choice of Yoshi Kaneda as Minister and moved and seconded his appointment on behalf of the committee. Pat Oakes asked for the reasons behind the Search Committee's choice. David Ross replied that they had interviewed six candidates by telephone. Yoshi possessed a clear sense of the direction in which he wanted to go, exhibited professionalism in the best sense of the word, and showed caring. He liked his sermon style.

Chester Lay expressed a hope for mutual development as there had been in the past with the choice of John Towery. Jean Appel asked how Yoshi feels about the divergent theologies of the congregation. Fran replied that she thinks he would feel this to be a good thing. Oliver observed that Yoshi had submitted a very careful resume'; he had given good sermons and seemed very outgoing and caring. Carol commented that Yoshi's resume' was unique in his expressed appreciation of his wife. She said that he had already made contact with her boys, and he made Craig feel special. Rambie and Dave Ashton stressed the unanimous approval of the Search Committee.

The vote was taken and was without dissent.

Pat Oakes moved adjournment, and the congregation moved to the Fellowship Room, where a reception was held for the newly elected Minister and his wife.

Respectfully submitted,
Catherine Hubbs, Clerk

**CONGREGATIONAL MEETING FOLLOWING THE SERVICE
OCTOBER 15, 1989**

The meeting was called to order by Doyal Pinkard, acting as substitute moderator. A report from the Board of Deacons recommended for membership Tania String and Yoshi and Setsuko Kaneda. Chester Lay moved acceptance of the Board's recommendation. Seconded by Carol Barrett. Passed unanimously. There being no further business, Pat Oakes moved adjournment.

WITH A RENEWED VISION OF OUR FAITH

In my "Christmas Letter, 1989" I wrote; "Saying 'goodbye' to the wonderful folk in the church and the community of San Diego was very difficult, but we are now convinced that we've made a right decision. The members and friends of our new church welcomed us with tremendous warmth, enthusiasm and love. We quickly found ourselves in the midst of still another extended family, and we are grateful for this."

Although the thermometer registered 103° as we moved in, numerous expressions of welcome extended by members and friends to Setsuko and me deeply touched our hearts. You have proved to yourselves the strength of Christian love and care freely extended to your "family" members.

The first several Sundays turned out to be the "get acquainted" sessions for you and me. I have made several small mistakes in conducting worship services and you didn't know how to respond to them. Well, an awkward attempt to "feel out" each other has been good for both parties at the beginning.

Setsuko and I have tried to visit you at your home hoping to cover everyone of you. To a certain degree we've done just that except several cases where we could not find a suitable time. It has been, however, our privilege to get to know you better at a home setting.

When the beautiful fall arrived, Setsuko and I fell in love with Austin and the vicinity. We started to explore some points of interest for tourists in the city and the hill country. O, we loved what we've seen!


"Aren't they resourceful, wonderful and dedicated?" remarked Rollin Russell just recently. Our church is bound to grow with a sense of new beginning and excitement. In church we perceive an outline of meaning in the midst of a broken existence. In church we learn, embody and sustain our faith to see through our life. In church we shape our ways of speaking and acting, rites and rituals, ministry and mission.

If theology is a powerful lens through which our life is perceived and focused, we will establish and strengthen our theology by living it together... in church. We can get excited about new possibilities and challenges in 1990. We might really want to become a "Rainbow Church" as our Conference Minister Jim Tomasek preached in my Installation Service.

Whatever the outcome, we anticipate new ventures to serve God and God's world. The unknown is a good gift from God.

"God, give us patience to wait for your next lesson. Give us strength to keep on practicing what you have taught us and shown us by examples. Make our life together in your church - alive, celebrative and loving.

Bless each and everyone of us as we go forward into the unknown with renewed vision of our faith. Amen."


7 Yoshikuni Kaneda

CLERK'S REPORT

During 1989, seven new members joined our church and three transferred membership elsewhere.

New Members from other churches:

Yoshikuni Kaneda
Setsuko Kaneda
James Tomasek
Ronald Gibson
Tania String

New Members by Confirmation:

Ricky Masters
Larissa Pickens

Transfers to other churches:

David Bartholomew
Pam Aurand
Chuck Aurand

Membership rolls are in process of revision and at latest count membership stands at:-

Active: 99 (including 25 out-of-town members)

Average Sunday Worship attendance: 52

Cathy Hubbs

CONGREGATIONAL CHURCH OF AUSTIN

21 January, 1990

TREASURER'S ANNUAL REPORT

As you can see from the following pages, we had a healthy year financially. We ended the year with an income exceeding expenditures by \$2,437.32 excluding designated giving for special purposes.

There were some areas where the expenditures significantly exceeded the budgeted amount. Office supply and postage has consistently exceeded the budget amount for the past few years (even though each year there some to be an expense item we were certain would not occur the next year) so we have increased this line item in the 1990 budget. Utilities increases are self-explanatory. For Janitorial supplies and service, we discontinued using the \$10/week person (after receiving many complaints about the cleanliness of the areas) and contracted with a professional service at \$25/week. There were also some special extra services such as stripping and waxing the floors in the Sunday School / Nursery area. The Church Phone overrun can mostly be attributed to long distance charges incurred during our search for a new pastor. The Misc. line item included various expenses that did not fit into any other categories such as a parking ticket for a visitor during the week, special gift to the Emmaus Fund, a seminar, etc.

You will notice that no payments were made on the A/C System Loan and that our liabilities also went to zero. You will also notice that our Certificate of Deposit balance is greatly reduced. The A/C loan was backed with C.D.'s and we were paying 2% over the interest on the C.D.'s. The Board of Trustees decided to pay off the loan with the C.D.'s and end this expense.

We did not make a payment to the Fort Worth Synod because we were informed that there was no need for additional funds.

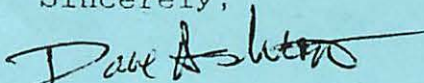
Additional items not included on the following pages are:

Pastoral interview gift - \$3000.00. \$1787.00 was used and the balance went into the General Fund.

Kaneda Moving Expenses - \$4873.00. \$4540.00 was used by the Kanedas and the balance went into the Renovation Fund.

I would like to personally thank everyone for their generosity in the past year. We had many requests for contributions and were never disappointed in the responses.

Sincerely,



1989 END OF YEAR SPENDING REPORT
 CONGREGATIONAL CHURCH OF AUSTIN

December 31, 1989

	1989 Budget Amount	1989 Expenditure	%
PASTORAL LEADERSHIP			
Salary	\$17,000.00	\$18,864.48	111
Annuity	3,500.00	3,968.93	124
Health Insurance	4,000.00	3,012.82	75
Family Prot. Plan	125.00	182.90	95
Continuing Educ.	300.00	94.53	32
Housing Allowance	<u>8,000.00</u>	<u>5,717.04</u>	<u>71</u>
SUBTOTAL	\$32,825.00	\$32,216.87	98
LOCAL CHURCH PROGRAMS			
Pastor's Disc. Fund	200.00	200.00	100
Auto Expense	2,000.00	2,055.01	103
Music for Worship	4,800.00	4,227.95	88
Christian Educ. Materials	250.00	136.17	54
Office Supplies & Postage	1,000.00	1,350.54	135
Utilities	13,000.00	14,392.47	111
Property Maint.	3,000.00	2,973.83	99
Janitorial Supply & Service	750.00	1,200.62	160
Church Telephone	400.00	697.85	174
Conf. Delegates	200.00	146.00	73
Camps & Workshops	1,000.00	65.00	7
Safe Deposit Box	60.00	60.00	100
Bond for Finance Officers	28.00	28.00	100
Advertising	750.00	562.20	75
Pulpit Speakers	250.00	75.00	30
Nursery Attendant	520.00	460.00	88
Misc.	<u>92.00</u>	<u>108.00</u>	<u>115</u>
SUBTOTAL	\$28,300.00	\$28,736.44	102
MORTGAGE PAYMENTS			
West Wing	\$10,656.00	10,368.00	97
Air Conditioning	<u>4,044.00</u>	<u>0.00</u>	<u>0</u>
SUBTOTAL	\$14,700.00	\$10,368.00	71

1989 Budget - Page 2

	1989 Budget Amount	1989 Expenditure	%
COOPERATIVE RESPONSIBILITIES			
Austin Metropolitan Ministries	760.00	760.00	100
Brazos Ass. Dues	240.00	176.00	73
Texas Conf. of Churches	30.00	30.00	100
National Council of Churches	15.00	15.00	100
World Council of Churches	15.00	15.00	100
Regional Seminary Support	300.00	300.00	100
Eden Home	500.00	500.00	100
Yale Divinty School	100.00	100.00	100
Back Bay Mission	300.00	300.00	100
Slumber Falls Camp	100.00	100.00	100
Salvation Army	115.00	115.00	100
Caritas	100.00	100.00	100
Austin Interfaith	500.00	500.00	100
Ft. Worth Synod	<u>200.00</u>	<u>0.00</u>	<u>0</u>
SUBTOTAL	\$3,275.00	\$3,011.00	92
UNBUDGETED ITEM			
Clerical Services		2,760.00	
TOTAL	\$79,100.00	\$77,092.31	97
FUND BALANCES			
	1/1/88	1/1/89	1/1/90
GENERAL FUND			
Checking Account	\$6,466.70	\$4,210.50	\$6,102.83
Money Market			
Savings Account	<u>4,675.19</u>	<u>1,691.97</u>	<u>3,319.66</u>
TOTAL	\$11,141.89	\$5,902.47	\$9,422.49
MEMORIAL FUND	\$3,597.31	\$4,267.86	\$4,357.47
CERTIFICATES OF DEPOSIT	\$34,134.48	\$38,983.02	\$12,190.62
LIABILITIES			
Towery Wing	\$17,018.00	\$8,623.50	\$ 0.00
A/C Loan	\$27,616.77	\$27,616.77	\$ 0.00

*paid
A/C/loan*

31 December, 1989

CONGREGATIONAL CHURCH OF AUSTIN

REPORT ON RENOVATION FUNDS ACCOUNT

Contributions to date	\$ 6,805.00
Painting (old study walls and cab., new study walls, door and cab., playroom walls, class- room walls, door and cab., upstairs bathrooms)	(1,495.00)
Window coverings	(493.00)
Carpeting in offices	(463.97)
Refrigerator	(336.00)
Tom Hall Construction	(600.00)
Telephones & Typewriter	(262.79)
Perales Cabinet Shop	(1,400.00)
Danny Masters (fence material)	(500.00)
Counter Tops	(210.00)
Cribs & Playpen	(247.97)
Intercom	(49.95)
Sink & Faucet	(47.95)
Computer Upgrade	(247.97)
Balance	<u>\$ 455.93</u>

Additional Payment due to Danny Masters for
Fencing \$ 500.00

ANNUAL REPORT OF THE COORDINATING COUNCIL

The Coordinating Council focused its activities in three areas:

- 1) Selection of an interim minister. This effort was fruitful with the recommendation for Rev. Sarah Bentley to be the interim minister.
- 2) Support of the efforts by Sarah (in cooperation with many others, notably Frank Yates) to successfully reduce the transient/drug activities on 23rd Street.
- 3) Support the activities of Rev. Yoshi Kaneda during the initial months of his ministry.

Moderator	Clarke Hubbs
Clerk	Cathy Hubbs
1 Trustee	Vic Appel
1 Deacon	Carol Barrett
1 at large	Dennis Murphy

ANNUAL REPORT OF THE BOARD OF TRUSTEES
CONGREGATIONAL CHURCH OF AUSTIN, 1989

The members serving on the Board of Trustees in 1989 were: Garry Cole (Chairman), Vic Appel (Coordinating Council Delegate), Midori Campbell (Secretary), Sara Ross (Financial Secretary), David Ashton (Treasurer), Sarah Bentley and Yoshi Kaneda (interim minister and minister, respectively), Cathy Hubbs, David Ross, Mary Tomasek, and Terri Ocean.

1989 was a busy, active year for the Board of Trustees, as it was for all of the members of the congregation. While continuing the care and custody of the church and property, watching the budget, and conducting a fund raising campaign, the Trustees extended an invitation to Reverend Sarah Bentley to serve as the interim minister, and to Reverend Yoshi Kaneda to serve as the minister. To the congregation's delight, both accepted the invitations.

During the fund raising campaign, almost \$6,500 was raised for the Renovations Fund, and \$4,873 was raised for the Kaneda's Moving Fund, bringing Yoshi and Setsuko well past El Paso, Texas to Austin.

Many workdays were held, and old unwanted items were thrown out, while new furnishings were donated and built. A Renovations Committee was designated, with Mary Tomasek, David Ashton, Judy Cole, and Sarah Bentley participating, and the Fellowship Room, kitchen, Pastor's office and study, and nursery were transformed into lovely, functional areas. Additionally, the old wood from the playground fence was removed and replaced with welded iron bars, increasing visibility from the street. Many thanks to David Ashton and Judy Cole, who have sacrificed numerous hours to make all of the renovations possible.

1989 was an active year for leasing church space. A new lease was prepared by the Trustees and signed by the People's Community Clinic (PCC), with areas designated for PCC use and areas restricted to church use only. The PCC occupied the space vacated by the United Campus Ministry. In order to accommodate other

groups (Theosophical Society, Assembly of God) desiring to use space in our church, the Board prepared and adopted rental procedures and an agreement form for use of the sanctuary, fellowship room, and kitchen.

Other notable accomplishments in 1989 included:

- Hiring of new janitorial services;
- Hiring of new part-time secretarial help (Paula Briggs and Louise Whitworth) for Yoshi;
- Working with Nodie Murphy to develop an organized structure for the music program;
- Recommending the dedication of a window to commemorate Earl Cornwell's service to the church; and
- Requesting the city for additional police patrol during the weekend and evenings (through Yoshi);
- Making recommendations to the 1990 budget;
- Paying off the loan for the air conditioning; and
- Paying off the mortgage!

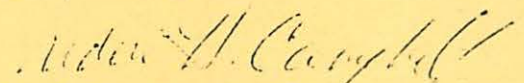
Cornwell

The year ended with the PCC reporting to the Trustees that the clinic could not locate additional funding sources to assist in meeting their rental fee obligations for 1990. The Trustees and the PCC are currently investigating alternate funding sources (such as the UCC Homeland Ministries) for assistance.

Despite all of these accomplishments, the Trustees believe another active, busy year awaits them in 1990. Future concerns in the coming year include:

- Removing wooden shed from playground;
- Installing an additional parking space;
- Installing a sprinkler system for the area by the sidewalk (on the other side of the courtyard wall);
- Installing a speaker system in the sanctuary for the hearing impaired;
- Installing a doorbell; and
- Repairing the gutters.

Respectfully Submitted,



Midori H. Campbell
Secretary

Annual Report of the Board of Deacons

The following members of the Congregation provided service to the Board of Deacons during the past year: Michael Adams, Carol Barrett, Sarah Bentley, Mathis Blackstock, Nancy C. Brown, Fred Burchsted, Hildegard Everett, Catherine Hubbs, and Yoshi Kaneda.

Hildegard Everett served as chairperson, Fred Burchsted as secretary, and Carol Barrett as Coordinating Council representative.

The Board of Deacons worked in the following areas during the year:

Special services, including Maundy Thursday, Good Friday, Easter, Palm Sunday, Youth Sunday, Laity Sunday, Thanksgiving, Yoshi's Installation, and Christmas Candlelight.

Receptions and special programs, including receptions for the Kaneda's, Gail Reynolds, and Earl Cornwell, the potlucks, and the Advent program.

Planning for the Spring retreat and the Synod.

Collection and delivery of food to the Faith and AIDS food pantries.

Arrangements for guest speakers.

Window dedication to Earl Cornwell.

Purchase of Interpreter's Bible for use by the Bible Study Group and others, care of the sanctuary carpet, signage for the Church and the People's Community Clinic.

Establishment of the Religious Education Committee and the Worship Committee.

The Deacons want to thank Marie Scheel and the choir for their special contribution to our worship services, Hildegard Everett for providing flowers for the sanctuary, Midori and Oliver Campbell for Communion preparation and cleanup, and to Nancy C. Brown for maintaining the Communion cloths. We also thank the acolytes and participants in the Time with Children.

Respectfully submitted,

Fred Burchsted, Secretary

REPORT OF THE WORSHIP COMMITTEE

(This is an appointed sub-committee of Deacons)

The Worship Committee was established in October of 1989 with the following purposes:

o Assist with formulating a worship service during the Sunday morning hour which provides spiritual guidance;

o Help the church to develop a full calendar of activities by which we seek to know one another in a variety of settings and thereby deepen our understanding of one another's spiritual gifts;

o Facilitate activities of the music committee which will help to enrich worship activities;

o Identify opportunities for lay participation in the Sunday morning worship service of the church;

o Assume responsibilities associated with an Altar Guild;

o Serve as a sounding board for Rev. Kaneda for new ideas related to worship;

o Provide a central focus for members of the congregation with questions and ideas related to worship. As individuals, to bring these ideas and concerns forward to the Committee for discussion;

o Help inform the members of the Congregation, through mechanisms such as the newsletter, the Sunday bulletin, the sermon, etc. about the meaning of elements of worship.

At the beginning of Rev. Kaneda's ministry, it was determined to allow the minister to assess whether and when a guest speaker might be appropriate in place of the former pattern of one speaker a month. Possible speakers have been suggested.

Fran Briggs volunteered to keep an altar calendar. Hildegard Everett is available to provide flowers and altar arrangements, but other helpers are needed from time-to-time.

Doyal

Doyle Pinkard led a discussion at one meeting on the symbols of advent. It was decided to break with the tradition of a children's Christmas program (primarily reflecting the few number of children who could learn speaking roles) and have an advent festival instead. The festival planning was coordinated by Carol Barrett. Fran Briggs managed the arrangements for the pot luck with recipes provided through Hildegard Everett. Rev. Kaneda developed a guidebook for devotion during Advent which was distributed to church members.

Nodie Murphy offered regular updates on the work of the Music Committee and integrated their programming with that of the Worship Committee so that a strong musical component was provided through out the holiday season.

Rev. Kaneda has conducted acolyte training for the children of the church and we have re-instituted candle lighting at the beginning of the service.

Rev. Kaneda secured dates for the church for a spring retreat of March 23, 24, 25, 1990. The Committee wishes to offer more extensive programming and spiritual orientation as content for the retreat for those who are interested. Dearly beloved members and friends of the church who wish to attend Slumber Falls but not to participate in the sessions will still be cordially invited to continue this practice.

The Committee will be hard at work in January planning for the retreat and will also be offering assistance with respect to Easter and Holy Week activities.

The Committee invites comments and suggestions from the congregation at any time. You are also welcome to attend any of our meetings.

Very truly yours,

The 1989 Worship Committee

Carol D. Barrett, Chair;
Fran Briggs
Rev. Yoshi Kaneda
Nodie Murphy
Doyle Pinkard

Doyle

Annual Report of the Music Committee-1989
The Congregational Church of Austin

The Congregational Church of Austin has a distinguished history of excellence in music for a church of its size. The congregation owes a large debt to the musicians whose devotion and talent have made this aspect of our worship so rewarding. One of the elements which make our services unique is the presence of the trio. This year we came to a crossroad in our church history when Earl Cornwell, our faithful violinist, decided to retire.

As head of the "music committee" I had already met with our new pastor to ask what I could do to facilitate his ministry. To my knowledge, in recent history the only function of the music chair has been to help select hymns for the Sunday worship service and, periodically, to present a "hymn of the month." It was decided that I should find out what the present situation was and what hopes we might hold for the future of our music program.

Fran Briggs, Pat Oakes, Setsuko Kaneda, David Ashton, Matt Blackstock, Sarah Bentley and I met in an informal group to brainstorm in an attempt to define an agenda for the music committee. By this time we knew that Earl was planning to retire. It was decided that I should:

1. Appoint myself a committee.
2. Seek a replacement for Earl.
3. Plan a retirement reception for Earl.
4. Assist in coordinating the instrumental and choral music of the Sunday worship service.
5. Help plan special additional music for at least one Sunday a month.
6. Help coordinate music for special services and seasons.
7. Open up the music ministry beyond the Sunday worship service.
8. Prepare presentations for "hymns of the month."
9. Prepare a job description for a keyboard-conductor, to be used should the need arise.
10. Prepare a questionnaire to ascertain what the members of the congregation want and need from the music program, and what they can contribute to it.

Fran Briggs, Weldon Scheel, and Pat Oakes kindly consented to be on the music committee until the end of 1989.

Joe Castle has agreed to be our violinist for the next year; his return will renew the music ministry he and Florence (his wife and our pianist) performed in our church many years ago. He brings to us a wealth of talent and a broad range of musical literature and experience.

The music committee cooperated with the Board of Deacons and the choir in sponsoring a retirement reception for Earl. A special service of music was also presented in his honor.

Attempts have been made to help coordinate and supplement the usual Sunday music. The current practice for the choir is to supply an introit, a prayer response, and a benediction response each week, to assist the congregation in hymn singing and responses, and to present at least one anthem a month. The trio provides a prelude, an offertory, and a postlude, and accompanies the congregational singing. Problems in coordination arise because of the lack of liturgical music written for violin, cello, and piano--and because choir attendance is erratic. (We have very busy choir members!)

Thanks to the Briggs' generous donation of a piano, we are now able to extend our music into the Fellowship Hall. The Joyful Noise Band performed there on Family Night and on Christmas Eve in December. The JNB further spread our music by playing at Ramsey Place and at two locations in Seton Hospital.

In order to prepare myself better to accomplish item 9 on the committee agenda, I "sought professional help." Tim Abel, the minister of music at First Methodist Church and someone with experience in handling music programs for churches of various sizes, was kind enough to meet with me and offer some general guidelines as to how to organize a church music ministry. Here are several of his observations:

1. A church should expect to spend approximately 10% of its total budget on its music program.
2. The music committee should act as stewards of the time and talents of the participants; special effort should be made not to take participants for granted.
3. The minimum a church should expect to pay for a keyboard-conductor is \$5,000 for 12 months. The job would include planning time, choir rehearsal on a weekday evening, choir conducting and keyboard performance for one Sunday service and for special services, and practice time to prepare the keyboard music.
4. A church should expect to contribute a minimum of an additional \$1,000 to support the music program (children's choir, sheet music, etc.).
5. There should be written job descriptions for each position in the music program. Each description should include a list of responsibilities, back-up options in case of illness or absence, salary information, and the signatures of the musician, the pastor, and the head of the music committee.

For 1989 the church budgeted \$4,800 for the music program, which was about 6% of the total budget of \$79,100.

Mr. Abel offered to open his music library to our musicians; we can sign out any anthems not scheduled for performance at First Methodist.

One of my most pleasant tasks as chair of the music committee was to meet with our church musicians individually in order to establish job descriptions. This "duty" was most pressing because of Earl's pending retirement. The witness which the musicians made to me concerning our church and its role in their lives was very uplifting. It is no wonder that their music adds so significantly to our worship.

During my conversation with Earl he recommended that the trio be disbanded, primarily because of the difficulty in finding suitable liturgical music. Florence Castle, our pianist, has an organ in her home which she has offered to lend the church during her tenure as musician with us. Several persons have suggested that the presence of an organ might make our services more attractive to new members. In speaking with various members of our church, I have been able to perceive no consensus on this point. I have made some inquiries regarding small pipe organs and electronic organs which sound amazingly like pipe organs in order to have some information at our disposal. At present we are planning to continue with the trio as newly constituted.

It has been decided that the music program should offer some variety of experiences to the congregation before the music committee polls the members on their preferences. Requests have been made for some sort of music activities for the children. Coordination among the various musical elements of the worship service is an ongoing concern. It has been suggested that one of our functions as a church might be in the form of a fine arts ministry to the nearby campus. There remain many exciting issues and proposals to be addressed by this committee.

Please excuse the length of this report. Our church has experienced a busy and eventful year, full of changes and challenges. The music committee is in the process of finding its place in the community of the church. We want you to know we are here, willing to work, and open to suggestions.

Sincerely,

Nodie Murphy, Chair
The Music Committee

CONGREGATIONAL CHURCH OF AUSTIN

PROPOSED BUDGET FOR 1990
ANNUAL MEETING

	1988 Expenditure	1989 Expenditure	1990 Budget Amount
PASTORAL LEADERSHIP			
Salary	\$17,250.00	\$18,864.48	\$18,600.00
Annuity	4,535.05	3,968.93	4,004.00
Health Insurance	4,428.00	3,012.82	5,200.00 +
Family Prot. Plan	250.62	182.00	286.00
Continuing Educ.	38.50	94.53	300.00
Housing Allowance	8,000.00	5,717.04	10,000.00
* Auto Expense	<u>2,066.31</u>	<u>2,055.01</u>	<u>2,100.00</u>
SUBTOTAL	\$36,568.48	\$34,271.88	\$40,500.00
LOCAL CHURCH PROGRAMS			
Pastor's Disc. Fund	0.00	200.00	200.00
Secretary	0.00	2,760.00	6,240.00 ←
Music for Worship	3,867.50	4,227.95	4,500.00 → 6,180 by
Christian Educ. Materials	251.19	136.17	250.00 <i>amended</i>
Office Supplies & Postage	1,241.19	1,350.54	1,400.00
Utilities	13,231.09	14,392.47	14,500.00
Property Maint.	2,110.50	2,973.83	3,000.00
Janitorial Supply & Service	550.00	1,200.62	1,500.00
Church Telephone	386.42	697.85	600.00
Conf. Delegates	430.65	146.00	200.00
<i>Retreats,</i> Camps, & Workshops	861.50	65.00	750.00
Safe Deposit Box	60.00	60.00	60.00
Bond for Finance Officers	28.00	28.00	28.00
Advertising	139.72	562.20	750.00
Pulpit Speakers	148.10	75.00	400.00
Nursery Attendant	450.00	460.00	560.00
Building Insurance	*	*	1,200.00
Misc.	<u>91.21</u>	<u>92.00</u>	<u>62.00</u>
SUBTOTAL	\$25,913.38	\$29,441.43	\$36,200.00
MORTGAGE PAYMENTS			
West Wing	\$10,381.00	\$10,656.00	\$ 0.00
Air Conditioning	<u>3,349.39</u>	<u>4,044.00</u>	<u>0.00</u>
SUBTOTAL	\$14,844.00	\$14,700.00	\$ 0.00

projected deficit
 more addition
 new projected
 deficit.

	\$10,147
+	1,680
	<u>11,827</u>
	\$8,467
	4,800
	3,667
	<u>47,073</u>
Budget	50,740
reduces	47,073

[proposed clinic
 water

1460	12
2800	
1400	
<u>16800</u>	

	1988 Expenditure	1989 Expenditure	1990 Budget Amount
COOPERATIVE RESPONSIBILITIES			
Metro-Ministries	459.00	0.00	
Austin Conf. of Churches	300.00	0.00	
Austin Metropolitan Ministries	0.00	760.00	760.00
Brazos Ass. Dues	262.00	176.00	200.00
Texas Conf. of Churches	30.00	30.00	30.00
National Council of Churches	15.00	15.00	15.00
World Council of Churches	15.00	15.00	15.00
Regional Seminary Support	300.00	300.00	300.00
Eden Home	500.00	500.00	500.00
United Campus Ministry	0.00	0.00	100.00
Yale Divinty School	100.00	100.00	0.00
Back Bay Mission	300.00	300.00	300.00
Slumber Falls Camp	100.00	100.00	100.00
Salvation Army	65.00	115.00	115.00
Caritas	50.00	100.00	115.00
Austin Interfaith	500.00	500.00	500.00
Ft. Worth Synod	200.00	0.00	0.00
Huston-Tillotson	0.00	0.00	200.00
SUBTOTAL	\$3,196.00	\$3,011.00	\$3,250.00
TOTAL	\$79,642.00	\$77,092.31	\$79,940.00
			\$81,620.00
	1988 Received	1989 Received	1990 Projected
INCOME			
Loose Plate	\$ 1,589.90	\$ 1,639.25	\$ 1,600.00
People's Community Clinic	14,524.52	15,500.00	21,600.00
Other Church Groups / Misc.	1,427.00	900.85	500.00
Interest from C.D.s	1,719.87	1,654.56	1,000.00
Non-Pledged Giving	3,822.75	4,362.97	4,500.00
United Campus Min.	4,827.48	100.00	
UCBHM Grant for Clinic on 3rd Flr.	0.00	7,000.00	
PLEDGES	46,831.26	48,372.00	50,740.00
TOTAL	\$74,742.78	\$79,529.63	\$79,940.00
INCOME vs EXPENDITURES	<\$4,899.22>	\$2,437.32	

16,800 assuming waiver

PROPOSED BYLAWS REVISION
CONGREGATIONAL CHURCH OF AUSTIN

Add a new Article IX. to the Constitution, renumbering remainder accordingly.

ARTICLE IX. The Board of Christian Education

There shall be a Board of Christian Education, elected by the membership as provided in the Bylaws.

It shall be the duty of the Board of Christian Education to collaborate with the minister and with the Superintendent of Christian Education in meeting the educational needs of the entire congregation. The Board's responsibilities shall include: assisting in determining what kinds of classes are needed and in securing teachers; assisting in determining what curriculum shall be used; and assisting the Superintendent as may be required.

Add new language to ARTICLE III. Nominations, Elections, and Terms of Office

Sec. 4. Add reference to adult members of Board of Christian Education. Add reference to student members of the Board of Christian Education.

Add new ARTICLE VI. The Board of Christian Education (renumbering remaining articles accordingly.)

Sec. 1. The Board of Christian Education shall consist of the minister and the Superintendent of Christian Education as ex-officio members, and four other members elected as follows: three adult members and one student member.

Sec. 2. A chairperson and recorder elected by the Christian Education Board shall constitute the officers of the Board.

a. The Chairperson shall preside at meetings of the Board of Christian Education and shall perform any other duties as the Board requires. At the annual business meeting, the Chairperson shall submit a written report on the significant activities of the Board of Christian Education for the current year and outline pending matters of concern that require action. This report shall be given to the Historian Archivist for permanent filing.

Proposed Revision - 2

- b. The Recorder shall keep a record of the proceedings of the Board of Christian Education. At the annual business meeting, a copy of the proceedings of the Board shall be given by the Recorder to the Historian/Archivist for permanent filing.
- c. The Board of Christian Education shall meet at least quarterly. It may meet more frequently if deemed necessary by the Chairperson or a majority of the Board of Christian Education.
- d. A majority of the Board of Christian Education shall constitute a quorum.

Congregational Church of Austin
Nominations-1990

<u>One Year Term</u>	<u>Incumbent</u>	<u>Nominee</u>
Clerk	Cathy Hubbs	Marilyn Stephens
Financial Secretary	Sara Ross	Sara Ross
Treasurer	David Ashton	David Ashton
Coordinating Council	Dennis Murphy	Dennis Murphy
Church School Supt.	Michael Adams	Michael Adams
Director of Enlistment	Fran Briggs	Fran Briggs
Historian and Archivist	Hildegard Everett	Fred Burchsted
Historian and Archivist, Associate	Pat Oakes	Hildegard Everett
Music Committee, Chair.	Nodie Murphy	Nodie Murphy
Publicity Committee, Chair	Susan Ashton	Tommie Pinkard
Mission and Stewardship	Rambie Briggs	Rambie Briggs
Austin Metropolitan Ministries (need 2)	Fran Briggs	Fran Briggs
Austin Interfaith Sponsoring Committee (need 5)	Pam Aurand	Ben H. White
	Flo Chiles	Flo Chiles
	Lillie Webb	Lillie Webb
	Mary Charles Williams	Mary Charles Williams
	Kathy Strong	Kathy Strong
	Cathy Hubbs	Cathy Hubbs
	Carol Barrett	Carol Barrett
Brazos Association <i>Board of</i> Christian Education Committee (need 3; plus student)		Carol Barrett Michael Adams Pat Oakes Craig Barrett

Worship Committee

*currently a subcommittee
of Deacons, to
be appointed.*

Carol Barrett
Fran Briggs
Doyal Pinkard
Nodie Murphy
Yoshi Kaneda

Carol Barrett
Michael Adams
Pat Oakes
Craig Barrett
Carol Barrett
Fran Briggs
Doyal Pinkard
Nodie Murphy
Pat Oakes
Yoshi Kaneda

Nominations - 1990 (page 2)

Three Year Terms

Board of Trustees

1988-1990

Victor Appel
Midori Campbell
Mary Tomasek
David Ross

1989-1991

1990-1992

Lillie Webb
Doyal Pinkard

Board of Deacons

1988-1990

Nancy Brown
Frederic Burchsted
Hildegard Everett
Mathis Blackstock

1989-1991

1990-1992

Jean Appel
Rambie Briggs

Nominating Committee

1988-1990

Rambie Briggs

1989-1991

Jean Appel

1990-1992

Dennis Murphy

Delegate to South Central Conference

1987-1989

Fran Briggs

1990-1992

Rambie Briggs

Moderator

1987-1989

Clark Hubbs

1990-1992

Weldon Scheel