

Ross

ANNUAL REPORT 2001

The Congregational Church of Austin
408 West 23rd Street
Austin, Texas 78705-5214

Brazos Association
South Central Conference
United Church of Christ

THE CONGREGATIONAL CHURCH OF AUSTIN
408 West 23rd St.
Austin, Texas

ANNUAL REPORT

A

REVIEW OF THE YEAR 2001

January 20, 2002

ANNUAL MEETING
The Congregational Church of Austin
January 20, 2002

CONVENE: 12:30

**CALL TO ORDER
INNOCATION**

John Moore, Moderator
Rev. VandeStadt

**MODERATOR'S REPORT
OLD BUSINESS**

John Moore
John Moore

Updating the Church name with the Secretary of State
Audit of Church books
Update or Establish Job Descriptions
End of Trial Period for 11:00 Worship

REPORTS:

Pastor's Report
Vital Statistics
Minutes of Previous Annual Meeting
Financial Secretary's Report
Treasurer's Report

Rev. Tom VandeStadt
David Ross, Clerk
David Ross, Clerk
Mary Sinclair
John Burlinson

Boards:

Trustees
ADOPTION OF BUDGET - 2002 *
Deacons
Christian Education

Tommie Pinkard, Chair
John Moore, Moderator
Joe McMillan, Chair
Lisa Kirch, Chair

Committees:

Stewardship and Enlistment
Building & Grounds
Publicity
Nominating
ELECTION OF OFFICERS - 2002 *

Richard Jackson, Chair
Vic Appel, Chair
Vic Appel, Chair
Kathleen Strong, Chair
Steve Domugne

**NEW BUSINESS
BENEDICTION
ADJOURN**

Tommie Pinkard, Moderator
Rev. VandeStadt
Tommie Pinkard, Moderator

* Denotes Action Item

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The Congregational Church of Austin, United Church of Christ

MINUTES of the ANNUAL MEETING, JANUARY 28, 2001

Moderator John Moore called the meeting to order at 12:53 PM. A count of members revealed that a quorum sufficient for amending the Constitution and Bylaws was present.

The Reverend Richard Thompson, Interim Pastor, gave the invocation.

Three Amendments proposed by the Coordinating Council were considered. These had been distributed in December, satisfying the 30-day notice requirement.

The Coordinating Council moved that Article XIII of the Constitution be revised to change the requirement for electing a Pastor from "an affirmative vote of at least 80% of the members of the Church" to "an affirmative vote of at least 80% of the members present and voting at a meeting at which at least 35% of the members are present." Michael Adams moved and Doyal Pinkard seconded that the words "by secret paper ballot" be inserted following the word "vote." This amendment carried by the necessary two-thirds majority, and the constitutional amendment passed by a similar majority. The consequent wording of paragraph 1 of Article XIII is

The pastor shall be elected for an indefinite period by unanimous recommendation of the Search Committee, followed by an affirmative vote by secret paper ballot of at least 80% of the members present and voting at a meeting at which at least 35% of the members are present. The Pastor's term of office and other conditions of employment will be stipulated in a written contract prepared by the Board of Trustees.

Following a recommendation by Jim Tomasek, Norma Hawes moved that in the same paragraph the word "unanimous" be replaced by "consensus." The motion was seconded and, after some discussion, defeated.

The CC moved that Article XVI of the Constitution and Article XV of the Bylaws, regarding Amendments, be revised to remove ambiguities and stipulate the same requirements. These passed by the required two-thirds majority, resulting in the following wordings:

This Constitution may be amended by a two-thirds vote of the members present and voting at any meeting at which 35 percent of the membership is present, provided that copies of the proposed amendment and notice of a forthcoming vote shall have been presented to the members at a congregational meeting or in written communication not less than 30 days previously.

The Bylaws may be amended by a two-thirds vote of the members present and voting at any meeting at which 35 percent of the members are present, provided that copies of the proposed amendment and notice of a forthcoming vote shall have been presented to the

members at a congregational meeting or in written communication not less than 30 days previously.

Michael Adams moved that the words "the Pastor, ex officio" be removed from Article VII of the Bylaws, regarding the composition of the Board of Trustees. This proposal had also been distributed 30 days prior to the meeting. After a second, and considerable discussion, this motion was defeated. During the discussion, Dennis Murphy noted that the Church Profile, which has been distributed to potential applicants for Pastor, indicates that the Pastor is a member of the board, ex officio.

In the minutes of the previous Annual Meeting, paragraph 4 on p. vi of the Annual Report, the word "chanted" was corrected to "changed." In the minutes of the Congregational meeting, May 21, 2000, paragraph 4 on p. x, "2000" was changed to "2001" in two places. John Burlinson moved that the minutes of the Annual meeting and Congregational meetings throughout the year be accepted. The motion passed.

The Financial Secretary, Mary Sinclair, reported a good year. She mentioned that for gifts of stocks, the date of transfer is noted, so the value can be ascertained for tax purposes. She said that there are 14 pledges so far, totaling \$57,000, compared with 20 for \$74,000 last year. She requested that all donors turn in pledge cards, even if the amounts are unchanged. Norma Hawes remarked that the pledge cards (which date from many years back) are confusing.

The Treasurer, John Burlinson, presented his report, noting that the second year of the Methodist Foundation Grant is being held by the Foundation, pending our decision whether to reapply. The Subtotal on the line following line 19 in the "Expected 2000" column, page 10, should be changed from \$0.00 to \$55.00.

The Board of Trustees Report was distributed separately from the Annual Reports by Suzanne Bradford. She said that paragraph 5 on the first page should indicate a review by the Boards of Deacons and Christian Education. The Trustees and the Building and Grounds committee will call a special meeting to consider relocation and renovation concerns. At this point Vic Appel was commended for his work on Building and Grounds to great applause. Suzanne then went on to describe unfinished business:

We must make sure our name, as registered with the Secretary of State, is that given in our current Constitution: The Congregational Church of Austin, United Church of Christ.

Auditing the books will take a considerable amount of time. Various options were considered, all too expensive. Suzanne has volunteered to do the job after her retirement from the Board of Trustees.

The board needs to revise its job description

John Burlinson recognized Suzanne's outstanding service on the board, which the Congregation applauded.

On behalf of the budget committee John Burlinson moved the adoption of the 2001 budget. He noted that there is a 9.5% increase from last year. Included are Yoshi Kaneda's Sabbatical, six months for the Interim pastor, and a total package for the new Pastor at an annual rate of \$60,000, i.e. \$30,000 for the last six months of 2001.

OCWM is proposed to be a line item at \$12,000, with the understanding that any shortfall in donations for this purpose be covered from the general budget. The rationale for this decision, involving a request from the Conference Office was discussed at some length.

What about going over?

Vic Appel moved that the Secretary's salary should be increased by 20% rather than 5%. Following a second by Jim Tomasek and discussion, the motion was defeated.

There was further discussion of printing costs, utilities, advertising, and remuneration for the musicians.

Michael Adams moved and Jamie Adams seconded that OCWM be removed as a line item. Following additional discussion, this motion was defeated. Jean Appel, a former Financial Secretary, noted that there is some ambiguity about how pledges and contributions to OCWM will now be handled. After this, the motion to adopt the budget as originally presented passed.

The "Proposed Motion Regarding Relocation Funding" attached to the Trustees Report was moved by the Trustees. It specifies that the uses of the Capital Fund "be limited to capital improvements on the existing church facility or new construction." In the discussion, Rich Thompson said he has learned that the Presbyterian Church has no plans for a garage or other parking expansion. During the discussion, Michael Adams expressed his opinion that "capital improvements" means anything that enhances the monetary value of the church property. The motion by the Trustees passed.

Sharon Brown presented the Deacons Report. She noted that the Deacons have removed 14 inactive members from the rolls. This will be part of a careful process in which all such members will be asked whether they accept this removal or wish to be re-instated. Doyal Pinkard, representing himself (as the Church School Superintendent) and the Deacons, presented a report in the form of a motion that the congregation "table any action regarding the Parish/Educator Outreach Coordinator position until after the calling of a new minister and after a careful analysis of the most important needs of the church." This motion carried.

Then, on motions by Michael Adams and Tommie Pinkard, respectively, the Deacons and Trustees reports were accepted.

Andrea Putz presented the Report of the Board of Christian Education. This prompted further discussion of the needs of the church and what to do before a new Pastor is in place. Paul

Deisler asked the Christian Education Board to address the question of the pool of acolytes. Michael said the board is working on it. Doyal Pinkard' moved that the Christian Education Board's report be accepted. The motion passed.

Cathy Hubbs gave the Centennial Committee's report, mentioning especially the need for help.

Mary Tomasek reported on the Music Committee. A major concern is remuneration for the musicians.

Sara Ross reported for the Retreat Committee that there will be no Spring Retreat this year, owing to other activities such as the Centennial Celebration.

Vic Appel presented the Buildings and Grounds Report and asked members to inspect the downstairs rooms, where much work has been done. There was discussion of banners and signage. Vic also reported for the publicity committee.

Dennis Murphy reported for the Pastoral Search Committee, thanking the committee for their work. They have met 18 times, distributed 30 copies of the profile to potential candidates, and received 11 replies. Rollin Russell has found three possible candidates in Lancaster, PA. It is not too late to recommend candidates.

Steve Domingue, representing the Nominating Committee, presented the slate of candidates. He added the name of Cecile Ervin as nominee for the Board of Deacons, 2001-2003, and corrected an error in that Mathis Blackstock, not Suzanne Bradford, is completing a 1998-2000 term on the Board of Deacons. He also nominated Suzanne Vanderpoel as representative to The Austin Area Interreligious Ministries (formerly Austin Metropolitan Ministries). Steve noted that there are still openings on the Enlistment and Stewardship Committee and as representative to University Area Partners. (The Pastoral Search Committee, not elected, is also short one member.) Doyal Pinkard noted that Julia Deisler (not Carol Burlinson) is resigning from an unexpired term on the CE Board in order to run for a full three-year term. Doyal nominated Lisa Kirch to fill Julia's unexpired term. With these changes, Steve moved the election of the slate, and the motion passed.

John Burlinson commended the work of Sara Ross on the Web Site to general applause.

Rich Thompson then thanked the church for the opportunity to serve as Interim Minister and announced a retreat for officers of the church, beginning at 9:00 AM. on February 3, at the Thompsons' home. He also announced a TV program on church celebrations to be broadcast on March 18, in which Vic Appel will participate.

After a closing prayer and a motion by Pat Oakes, the meeting adjourned at 3:23 PM.

David W. Ross, Clerk

Congregational Church of Austin, United Church of Christ

CONGREGATIONAL MEETING MARCH 4, 2001

Moderator John Moore called the meeting to order at 10:58 A.M.

On behalf of the Nominating Committee, Steve Domingue presented Vic Appel and George Lemley to fill vacancies on the Board of Trustees, and Sharon Brown as representative to University Area Partners. They were elected unanimously.

Karl Putz introduced Corliss Gasparri as a candidate for church membership. Rich Thompson introduced Savannah Sharpe as a candidate for church membership. Joe McMillan, for the Board of Deacons, moved that they be affirmed. The motion passed unanimously.

The meeting adjourned, following a motion by Pat Oakes.

David W. Ross, Clerk, 3/5/01

Congregational Church of Austin, United Church of Christ

CONGREGATIONAL MEETING MARCH 25, 2001

Moderator John Moore called the meeting to order at 11:48 A.M.

John announced that the purpose of the meeting was to make a decision on whether to continue our efforts to relocate. He briefly reviewed the work we had done and our previous decision to abate, not stop the relocation process.

The present discussion was prompted by the need for the Pastoral Search Committee to inform candidates of where we stand. Dennis Murphy reviewed the search process, noting that they are in their 15th month and have been considering 24 candidates. He said that some clarity regarding our intentions is needed because it will affect the selection.

Michael Adams, stating that whereas three years research have yielded ample data on which to make a decision, moved:

- 1) That the church cease all efforts toward relocation,
- 2) That we seek God's guidance in our choice of mission in our present location, and
- 3) that we focus our efforts on the repair and maintenance of our present facilities.

Joe McMillan seconded the motion. Tommie Pinkard then moved that the motion be amended to include:

4) That we establish a permanent Centennial Fund to honor our centennial and to finance necessary rehabilitation and repairs to facilitate our remaining at 408 West 23rd Street.

The original mover, Michael Adams, accepted this amendment.

Following an extended discussion in which many speakers highlighted the difficulties and opportunities both of staying and moving, the amended motion passed by a vote of 33 to 9.

Joe McMillan moved that there be a proclamation honoring all those who worked on the relocation. This passed unanimously.

Joe McMillan announced on behalf of the Board of Deacons, that worship will be held at 10:30 AM on Sundays as an experiment through June, when the time change will be re-evaluated.

Rich Thompson raised the question of the increasing number of transients sleeping on the church patio and generally hanging around. Various efforts toward a solution, including installation of gates or hiring security guards have been considered. We also have to decide what is our mission to the homeless. To this end, on successive Sundays after Easter, during the church school hour, we will be inviting outside consultants, such as a representative from the Interfaith Hospitality Network, to speak with us. Rich stated that the security problem is serious and we need to do something soon.

John Moore announced that he has requested the Board of Trustees to consider and make a decision regarding the immediate security problem. He has asked the Board of Deacons to deal with the possible long-term mission of the church to the homeless.

The meeting adjourned at 1:03 P.M.

David W. Ross, Clerk, 3/27/01

Congregational Church of Austin, United Church of Christ

CONGREGATIONAL MEETING APRIL 22, 2001

Moderator John Moore called the meeting to order at 11:37 A.M. and announced that there would be three items of business.

1. John introduced the proposal for summer interim and intern positions. First, the Reverend Richard Thompson's appointment as Interim Pastor will be extended to include the periods from June 1-30, 2001 and from September 28, 2001 through the end of 2001 or until a permanent pastor is called, whichever comes first. Second, the Reverend John Towery will be employed as Summer Interim Pastor from July 1 through September 27, 2001, unless a permanent pastor is called during this period. Third, Cecile Ervin Adam will be employed as an Intern from June 18 through August 26, 2001. Details of this proposal were distributed to the Congregation and are given in the attachment to copies of these minutes.

Michael Adams, on behalf of the Coordinating Council, moved that the proposal be adopted. The motion passed unanimously.

2. Steve Domingue, representing the Nominating Committee moved the election of John Burlinson as delegate to the South Central Conference. This motion passed unanimously.

3. Vic Appel announced that a motto for the large sign on the West side of our building has not yet been selected. None of mottos proposed in the recent poll received a majority. Vic requested that suggestions be transmitted to the Board of Deacons, who will reconsider the matter.

Following a motion by Pat Oakes the meeting adjourned at 11:45 A.M.

David W. Ross, Clerk, 4/22/01

Congregational Church of Austin, United Church of Christ

CONGREGATIONAL MEETING JUNE 10, 2001

Moderator John Moore called the meeting to order at 11:51 A.M. and distributed copies of the church's personnel policy, the Pastor's job description, and the compensation package to be offered to the Pastoral candidate if he is elected.

On behalf of the Pastoral Search committee, Dennis Murphy presented the name of the Reverend Thomas J. VandeStadt and moved that he be elected as our new Pastor.

Discussion on this motion was postponed so that we could consider candidates for church membership. David Ross moved that the motion be tabled until this could be done. The motion to table was approved.

Joseph McMillan, on behalf of the Deacons, introduced the Reverend Wilmer Brown and Hulen Brown and moved that they be accepted for church membership, effective immediately, with the installation ceremony to take place later in the month or early in July. This motion was approved unanimously and enthusiastically by voice vote.

The motion to elect Reverend Vandestadt was again taken up, and Doyal Pinkard and Rambie Briggs expressed their support. John Towery noted that Tom is about the age John was when he arrived in 1959. Dennis Murphy introduced the other members of the Search committee, Sharon Brown, John Burlinson, Paul Deisler, Lynne Lemley, Tommie Pinkard, Karl Putz, and Suzanne Vanderpoel, and expressed appreciation for their work. John Burlinson in turn thanked Dennis for his leadership and hard work. Dennis also introduced Mark Miller, the Conference Minister, and thanked him for his help.

A count of members confirmed that a quorum sufficient to elect a Pastor was present. Paper ballots were distributed, collected, and tallied by John Moore and David Ross. The result was an affirmative vote of fifty-six (56) to zero (0), and the Reverend Vandestadt was duly elected. John Moore announced the results.

Tom returned and enthusiastically accepted the call. His wife, Robin Chapman, and daughter Alex plan to arrive in Austin in mid-July, with Tom himself arriving a few weeks later. A spontaneous chorus of "Blessed Be the Tie That Binds" ensued.

Following a motion by Doyal Pinkard (Pat Oakes being absent) the meeting adjourned at 12:15 P.M.

David W. Ross, Clerk, 6/11/01

Congregational Church of Austin, United Church of Christ

CONGREGATIONAL MEETING JUNE 24, 2001

In the absence of the moderator David Ross called the meeting to order at 10:35 A.M.

Joseph McMillan, representing the Board of Deacons, moved that Lindsey Masters be accepted for membership. The motion passed unanimously.

The meeting adjourned at 10:37 A.M.

David W. Ross, Clerk, 6/18/01

Congregational Church of Austin, United Church of Christ

CONGREGATIONAL MEETING September 23, 2001

John Moore, Moderator, called the meeting to order at 11:50 AM

Joseph McMillan, chairman of the Board of Deacons, stated that the Board of Deacons met on September 6 and agreed to recommend to the Congregation that the time of Sunday worship be restored to 11:00 AM and that church school meet at 10:00 AM. Representing the Board of Deacons he so moved.

Because John Moore wished to speak to the motion, he requested that Joe McMillan serve as Acting Moderator.

John Moore spoke against the motion, stating that we never implemented Richard Thompson's proposal that we have worship at 10:00 with simultaneous church school following the time with children. The goal is to attract new young families, who would prefer to have more time for other activities on Sunday afternoon. John stated that we looked only at what was most convenient for existing members and have completely ignored the question of how we need to change to be more accommodating to the people we are trying to attract.

Doyal Pinkard, church school superintendent, and Michael Adams, member of the Christian Education Board, supported the motion. Doyal stated that the Church school has deteriorated since being moved to 9:30, with few children arriving at that time. We no longer need the two baby sitters that were hired in the spring.

Jeri Winter opined that college students prefer the later time. Craig Headley stated that a class for college age is being developed. Paul Deisler wanted there to be a vote but also more study of the question. Cecile ~~Adam~~ Adam-Ervin noted that the Deacons recommendation was based largely on the survey taken by Doyal.

Tom VandeStadt said that in his former church choir is at 9:00, worship is at 10:00 with church school following the children's sermon and adult education following the service simultaneously with coffee hour. But this is a somewhat larger church with most members living near by, so the situation is different. A difficulty was finding teachers, but a system of rotating teachers, four weeks at a time, was developed, with a larger pool to draw on than we have.

John Burlinson called for a vote against the motion, arguing that it is based on considerations of the worship only, not of the Sunday school or choir.

Rambie Briggs moved that the motion be tabled. Following a second, this motion carried by a vote of 18 to 12.

In further discussion, various suggestions for experiments were made, but these were deemed too confusing. Doyal asked those who voted to table, who among them would volunteer to teach under the present conditions.

Michael Adams moved that worship be moved to 11:00 with church school at 10:00 for a four-month trial period. Jamie Adams seconded. Tommie Pinkard noted that this would take us up to the time of the annual meeting. Tommie offered an amendment, which was accepted by Michael, that the Deacons, the Church school and CE Board, and the Choir meet in January 2002 to evaluate the situation and present a recommendation to the congregation at the annual meeting.

Lisa Kirch said that the Christian Education Board has been in limbo for months and the church school is in shambles. She pleaded with the congregation to do something! Nodie Murphy wants the choir to be involved in any discussion.

Michael's motion with Tommie's amendment carried by a vote of 23 to 6. It was agreed that 11:00 worship will start on Sunday, October 7.

On a motion by Pat Oakes, the meeting adjourned at 12:25 P.M.

David W. Ross, Clerk, 9/23/01

Congregational Church of Austin, United Church of Christ

CONGREGATIONAL MEETING November 11, 2001

John Moore, Moderator, called the meeting to order at 12:25 PM

Joseph McMillan, chairman of the Board of Deacons, began the introductions of seven candidates for church membership:

Thomas J. VandeStadt (introduced by Joe McMillan)

Robin Chapman (introduced by Joe McMillan)

Chester Rosson (introduced by Robin Rosson)

Barbara Burnham (introduced by Norma Hawes)

Pam Tucker (introduced by Jamie Adams)

Nicole Harter (introduced by Karl Putz)

Devin Zimmerman (introduced by Tom VandeStadt)

Joe, on behalf of the Deacons, invited a vote of affirmation for these candidates. The motion passed unanimously.

Ben White moved that the church host a freeze night program for youth, sponsored by the Austin Area Interreligious Ministries. The motion was seconded. During the discussion it was noted that food will be brought from outside to be warmed in our ovens. Ben White noted that we are among the leaders of the youth part of the program. University Baptist is the only other participant. Suzanne VanderPoel proposed that the choir room be used instead of the Appel room. John Moore stated that the trustees will determine the conditions. The original motion passed unanimously.

John Moore outlined the history of the Life Works Program. Prior to a motion being proposed there was considerable discussion both for and against the Life Works proposal. Included among the concerns are a) that we might be in the same situation as we were the last time we hosted a program by this group, which led to deterioration of our facilities; b) that the goals and outcomes expected of the program are not clear; c) that other better programs might be available; d) that the intervention mode is not sufficiently strict, and others. In the end the argument that Christ calls us to love one another won out—in the absence of other alternatives we should accept this program. Suzanne Bradford moved that we accept the Life Works proposal, with the detailed conditions to be worked out by the Board of Trustees. The motion was seconded by a number of people simultaneously. An amendment that there be a contract for a period of one year was approved. The amended motion passed by a vote of 26 to 7.

On a motion by Pat Oakes, the meeting adjourned at 1:00 P.M.

David W. Ross, Clerk, 11/12/01, corrected 12/2/01

PASTOR'S REPORT

Moses was looking after the flock of his father-in-law Jethro, the priest of Midian; he led it to the far side of the desert and came to Horeb, the mountain of God. The angel of Yahweh appeared to him in a flame blazing from the middle of a bush. Moses looked; there was a bush blazing, but the bush was not being burnt up. Moses said, "I must go across and see this strange sight, and why the bush is not being burnt up." When Yahweh saw him going across to look, God called to him from the middle of the bush. "Moses, Moses!" God said. "Here I am," Moses answered. "Come no nearer," God said. "Take off your sandals, for the place where you are standing is holy ground. I am the God of your ancestors, the God of Abraham, the God of Isaac and the God of Jacob." At this Moses covered his face, for he was afraid to look at God. Exodus 3: 1-6

I'll never forget the day I got the call. It was cold and snowy. School was canceled, Alex was home and I was sitting at the computer wrestling with my sermon. The phone rang and the voice on the other end said, "Hi Tom, my name is Dennis Murphy and I'm calling from Austin, Texas."

Dennis proceeded to describe to me the Congregational Church of Austin. He asked if he could send me a copy of the church's profile and if I could send him some more information about myself. After all the business was wrapped up he said, "Well Tom, I hope that when you look at us, you'll see a burning bush."

The burning bush is where Moses encountered God one day while minding his own business. God instructed Moses to head over to the most powerful empire in the world to order the most powerful man in the world to free the most powerless people in the world. After that, Moses was to lead them through the most inhospitable wilderness in the world to a land already inhabited by people who would fight to keep them out.

And this guy from Texas wanted *me* to see a burning bush?

Moses was crazy enough to respond to God's call because he believed it *really* was God's call. That *really* was God speaking to him. God *really* did want him to confront the Pharaoh in Egypt. Despite his fear and resistance, despite the sheer impossibility of success, Moses went.

That's how I ultimately interpreted Dennis' comment on the phone. After a good deal of prayer and conversation with folks who knew me and whom I trusted, after meeting the Search Committee in Austin (and discovering they were nothing like Pharaoh, not even like the cowboys and cowgirls I imagined them to be), I believed God *really* was speaking to me, that God *really* did want me to go down to Austin. I *really* felt God's call, so I went.

And here I am. I've been here about five months now.

A rule of thumb in ministry claims that pastors accomplish their best work with a church after being with it about five years. Years one and two are the "getting to know you" years. First impressions are made, challenged and replaced by new ones based on more accurate information. Years three to five involve negotiation and adjustment as church and pastor further discern each other's visions, styles, loves, fears, strengths and weaknesses, and then figure out how best to work with each other. If all goes well up to that point, and if the pastor and the congregation really forge a deep and abiding relationship centered on faith and a shared vision, then things can really happen. This isn't to say that growth in membership, budget and program is guaranteed. It means that *whatever* happens, the church and pastor will have a sense of truly being in it together.

We're in the "getting to know you" phase now and will continue to be for a while longer. To facilitate this process, I'll be trying to visit with each person and family in our church at least once during the upcoming year. Through these visits we'll have the opportunity to get further acquainted and you'll be able to share your hopes and concerns regarding the church.

In the upcoming year, I'll also be initiating dialogue around creating a vision process for our church. There are different visioning models available to churches developed by church consultants like Kennon Callahan, institutes like the Alban Institute, and faith-based community organizing centers like the Gamaliel Foundation. I'd like to present some different models to the church and then have church members discuss which models, or components of models, would best serve our needs. I believe we need to start developing a comprehensive vision regarding our own spiritual growth, our ministry to the community, our organization and the use of our building. Deciding how to develop that vision will be the first step.

In terms of the past five months, the Deacons helped acquaint me to worship and pastoral care issues. We discussed and decided to create more space for the choir by moving the communion table and purchasing freestanding candles. I offered several suggestions regarding the order of worship. We hosted a new member orientation and accepted several new members into our fellowship. We discussed how we could best minister to the Appel family during Jean's illness and then I helped officiate at her Memorial Service. We took a special offering for a member of our church in special need. We decided to hold Christmas Eve and Christmas Day worship services, to host a meal for people who would have no other place to eat on Christmas day, and to take a food offering every Sunday during worship. Craig Headley organized volunteers for Christmas day, John and Suzanne Moore coordinated the preparation of the meal, and a number of people from our church cooked, served and cleaned up. I'd like to thank Joe McMillan for his leadership of the Diaconate, as well as Craig Headley, John and Suzanne Moore, and everyone else who participated in the Christmas events. I'd also like to thank Nodie Murphy, Florence Castle, Robin Rossen, the choir and all the other musicians who make worship such a special event each and every Sunday.

The Trustees helped acquaint me to building issues. Two primary issues were the renovation of the air conditioning and heating system, and the use of our building by outside groups for worship or shelter. The big issue for building use revolved around LifeWorks' request to move their day program for homeless youth back into our building. I helped facilitate the dialogue between LifeWorks and our church over this issue, which ultimately resulted in an affirmative vote by our congregation. The congregation also voted to be a freeze night shelter once again and Craig Headley organized the volunteers from our church. I'd like to thank Tommie Pinkard for her leadership on these issues, as well as George Lemley and Vic Appel for their leadership on the air and heating issue, and Craig Headley for his leadership with freeze night.

I met with the Stewardship Committee in the Fall to help coordinate the Stewardship Campaign. Thanks to the organization and vision provided by Richard Jackson, Corliss Gasparri and Hulen Brown, the campaign was highly successful. I'd like to thank all three of them, and everyone who pledged their time, talent and resources to Christian ministry.

I met with the Adult Christian Education group when possible and suggested the book, *Essential Spirituality*, for reading, discussion and practice. I'd like to thank Steve Domingue for leading the discussion and bringing in numerous other interesting resources.

While I didn't have the opportunity to spend much time with the children's Christian Education program, I'd like to thank Doyal Pinkard, Lisa Kirch, Julia Deisler, Michael Adams, Robin Chapman, John Burlinson and Mel Oakes for their commitment to the young people this year. And of course, thanks to everyone for the fantastic Christmas pageant—especially Michael, who will be fantastic in his role as the donkey on Palm Sunday!

I met with Craig Headley several times to discuss his proposal to begin Sanctuary Fellowship, a ministry geared toward young adults. Craig organized bi-monthly fellowship dinners and events for this ministry that began in the Fall. I went along on the group's trip to the Renaissance Festival. Thanks again, Craig.

After the September 11 tragedy, our church held a special service of remembrance and participated with Christians from other churches in efforts to protect the safety and well-being of Muslim women and men in our community. A number of us attended the open house at the Islamic Center in North Austin. I'd like to thank Suzanne VanderPoel for her passion for this ministry.

One real highlight for me was the Fall Retreat at Slumber Falls where we spent a day exploring prayer practices from the Christian tradition. Out of this retreat came a suggestion for a regular session of Lectio Divinas, or contemplation on scripture. Since the retreat, we've had a consistent Thursday evening gathering for Bible reflection and prayer. I'd like to thank Sara Ross for coordinating the Retreat.

I began participating in several city-wide ministries this fall in an effort to meet other clergy and get involved in community issues. I attended meetings of Austin Area Interreligious Ministries, Austin Clergy Committed to Racial Reconciliation, the Homeless Coalition (with Ben White), and University Area Pastors. I contacted and met with the Directors of Community Action Network and Community Care Network, and attended a workshop led by Texas Impact with Fran Briggs.

In terms of wider UCC involvement, I attended the new clergy retreat at Slumber Falls, met with the Brazos Association Committee on Ministry and attended the Brazos Association Fall Meeting.

It's been a great five months. I truly love being here. Moving to a new place is always stressful and this move has had its stresses for Robin, Alex and me. But you have done a fantastic job helping us make the adjustment to our new church and home. Churches consist of people and spirit. I love the people and the spirit here, and I feel loved by the people and spirit here!

One problem with thanking so many people by name is your bound to leave someone out, and I'm sure I have and I apologize. But I'd like to offer final thanks to John Moore who has taken the time to answer all my questions about the church and to introduce me to some of the best Mexican restaurants in town, and to Dennis Murphy who first alerted me to the fact that this place just may be a burning bush.

FAX

TO: Louise 472-1175
FROM: Rich 472-1574
RE: INTERIM PASTOR'S REPORT - THE FIRST SIX MONTHS

The starting point for the first six months of my interim ministry was the Leaders' Retreat soon after I began my duties with the church. The key decision to be made in early 2001 was whether the church was to continue the effort to relocate. I observed that the retreat offered the forum by which the process and timetable for that decision could be made. Once the decision was made, the way was clear to let prospective pastoral candidates know what to expect in considering a call, and to let relocation funds be released for the essential infrastructure work that has needed to be done.

The retreat also enabled me to speak of the developmental tasks of congregation during an interim period and my role in relation to them. The issue is always one of how much change to be party to in a given situation. I indicated my intention to offer new worship experiences, including a reconfiguration in the sanctuary with the choir spread out in the chancel area and moving the communion table forward, more into the center of the worshipping community.

The literal mountain-top experience for me this year was the Easter Sunrise Service on Mt. Bonnell. Both in planning for that event, from arranging for a sound-system and lining up the participants, to extemporizing in dawn's early light to the several hundred folks who gathered - all this was a real high for me. This church is at its community-serving best in providing this service, and I felt privileged to be part of it. During Holy Week I felt a special appreciation for the way in which Maundy Thursday service was conducted.

I also was glad to facilitate that morale-boosting event, the Centennial Celebration. I was delighted to help publicize the happening through the Austin Faith Dialogue TV program, to help with the design of Saturday night program as well as the Sunday service.

From the beginning of the year it was my goal to make home visits on as many members as possible. Jane and I enjoyed having members visit in our home, including the 27 at the Leader's Retreat. I also made hospital calls, attended a court hearing, conducted several counseling sessions, and forwarded the candidacy of Kristin Galle and Enid Ross for ordination. In association with Chair Joe McMillan, I led the Board of Deacons in "pruning the rolls," and in publishing an updated church directory.

The administrative side of ministry involved editing The Visitor monthly and the weekly worship bulletins. Of particular importance was assisting the

Coordinating Council in the development of a set of personnel policies, which were completed in May. Also with the Council I developed position descriptions for the Summer Interim Pastor and Summer Intern and in procuring the interim services of John Towery and the internship of Cecil Ervin Adam respectively for the summer months. I was glad to help on property matters, most particularly in moving the church office. I counseled with the Board of Trustees on parking options and on keeping the porch free of sleepers.

In regard to the educational side of the church's life, I recruited new nursery/preschool helpers and supported Julia Deisler in her remodeling the nursery. I worked with the adult class to offer a series on "Spirituality in a 21st Century Context," and another series on homeless ministries. I helped establish the contact with Lifeworks/Street Outreach as a possible mission outreach.

I thank The Congregational Church of Austin for the opportunity to have ministered among you last year. I pray God's blessing upon you as a very special community and upon Tom VandeStadt as your talented new pastor. May you all continue to "Bloom Where You are Planted."

**Respectfully submitted,
Richard A. Thompson**

Clerk's Report — Vital Statistics/Membership 2001

TOTAL MEMBERSHIP, AS OF DECEMBER 31, 2000 131

(Corrected from previous figure of 132 reported in the 2000 annual report.)

Received 2001 by affirmation of faith or letter of transfer:

BROWN, Hulen	MASTERS, Lindsey
BROWN, Wilmer	HARTER, Nicole
BURNHAM, Barbara	ROSSON, Chester
CASTLE, Florence*	SHARPE, Savanna
CHAPMAN, Robin	TUCKER, Pam
GASPARRI, Corliss	VANDESTADT, Tom

TOTAL ADDITIONS 2001 12

Losses 2001 by death:

APPEL, Jean
EVERETT, Hildegard
NOVOTNY, Hester

Losses 2001 by transfer, resignation, or inactivity:

ASHTON, David	JORDAN, Marilyn
ASHTON, Jonathan	KANEDA, Rev. Yoshikuni
ASHTON, Susan	KANEDA, Setsuko
BRATTON, Jennifer	LITTLE, Ida
CHESTER, Marjorie	LUNA, Ellen
COLE-FERNANDEZ, Heather	OCEAN, Janice (Terri)
COLE-STUTZ, Allison	PHILLIPS, Betty
GAGE, John	PHILLIPS, Bill
GOODING, Lori	PRIOLEAU, Brian
GOODING, Marty	ROSSITER, David
HERRERA, Valentino	SENNOUR, Sarah
HERST, Debbie	STRONG, Kathleen
HERST, John	SULCER, Robert
HERST, Mary	TINGLE, Brenda
HORNER, Ann	WILDING, Martha
HORNER, John	WILDING, Matt
JAMES, Betty	

TOTAL LOSSES 2001 36

TOTAL MEMBERSHIP, AS OF DECEMBER 31, 2001 107

*Florence Castle had been inadvertently removed from the rolls and is now restored.

Clerk's Report, continued

Baptisms:

Savanna Sharpe

Jillian Claire Tomasek

Marriages:

Emily Case and Andrew Burgess Eastwood III

Funerals and memorial services:

Jean Appel

Hester Novotny

A handwritten signature in cursive script that reads "David W. Ross". The signature is written in black ink and is positioned above the printed name and date.

David W. Ross, Clerk, December 31, 2001, corrected January 21, 2002

FINANCIAL SECRETARY'S ANNUAL REPORT FOR 2001

Income report 2001

In 2001, the General Fund income was \$117,934.25. This was \$5,614 less than our income for 2000, however last year's total did include a \$4,100 insurance payment.

Our Non-Pledged income was quite high but our Pledged income was about \$5,000 less than last year.

We continued to receive contributions to the Capital Fund and also collected \$2,700 for the Emergency Fund (the Deacons' Discretionary Fund). The amount collected for OCWM was \$1,200 less than last year. NOTE: If you want your pledge divided amongst several funds, please indicate the division on the memo line of your cheque or else tell the Financial Secretary of your wishes.

Estimated income for 2002

We have received 34 pledge cards to date, which is an amazing increase over last year when we had only received 12 by this time. The pledged income for 2002 is \$124,656. I expect that the Non-Pledged income will decrease considerably next year due to the increase in pledges.

Respectfully submitted,



Mary Sinclair

January 5, 2002

Financial Secretary's Report
01/01/01 Through 12/31/01

01/03/02

Page 1

Category Description	01/01/01- 12/31/01
INFLOWS	
Budget-GenFund	
FunFellowshipCm	610.00
Loose Plate	4,887.56
Non-Pledged	20,576.56
Pastor's Fund	50.00
Pledged	88,286.63
ProprtyMntance	90.00
Rental Income	2,760.00
Retreat	673.50
TOTAL Budget-GenFund	<u>117,934.25</u>
Designated Inc (Local)	
Capital Fund	11,320.00
Centennial Fund	3,055.00
Emergency Fund	2,700.00
Memorial Fund	4,120.00
Special Gifts	2,787.95
Special Gifts (Seminary)	356.00
TOTAL Special Gifts	<u>3,143.95</u>
TOTAL Designated Inc (Local)	<u>24,338.95</u>
Designated Inc.(Outreach)	
AIMM	300.00
American Red Cross	181.00
BackBay Mission	10.00
FaithFood Pntry	600.00
NCD	605.00
NeighborsInNeed	1,090.00
OCWM	9,779.00
OGHS	2,490.00
Refugee Fund	1,485.00
TOTAL Designated Inc.(Outreach)	<u>16,540.00</u>
TOTAL INFLOWS	<u>158,813.20</u>
OVERALL TOTAL	<u>158,813.20</u>

CONGREGATIONAL CHURCH OF AUSTIN
20 January 2002
TREASURER'S ANNUAL REPORT

This report consists of four parts:

- The narrative that follows.
- A Statement of Accounts as of December 31, 2001
- An Expenditure Report for Calendar Year 2001.
- A Proposed Budget for Calendar Year 2002.

Again this year, actual expenditures exceeded budget estimates. The primary reasons for this were:

- Significant overages in spending for Utilities (line item number 45) , Janitorial Service (line item 52) , Office Supplies (line item 43) and Nursery Attendants (line item 58).
- Expenditures for the Pastoral Search Committee that were deferred from the year 2000, thereby increasing the total for 2001.


Total overages, however, were relatively low (4.47% of entire budget), primarily due to under-spending in the category of Pastoral Leadership.

Members of the Budget Committee met in October 2001 to prepare the 2002 budget included in this annual report. The proposed 2002 budget differs in several ways from last year's:

- Our new Pastor is now budgeted for the entire year. The proposed budget includes a 5% increase in the Pastor's salary (salary + housing) pending a satisfactory review after his 6-month probationary period.
- We propose a \$10 weekly increase for each of the musicians in the trio.
- We propose that the Music Director be paid at a level equal to \$100 per week.
- We propose increases in the budgets for Office Supplies and Postage based on current spending patterns and inflation.
- We propose a significant increase in the Utilities budget to reflect increased energy costs and increased utilization of facilities.
- We propose a significant increase in the Janitorial Services budget to reflect the increased demand for the services of the incumbent and the enhanced skill level required for these duties.
- We anticipate greater attendance at workshops by various church officials.
- We expect the demand for Nursery Attendants to be consistent with last year's.
- The work of the Pastoral Search Committee has finished, so this budget item is deleted.
- We propose the addition of a budget item for supplies for freeze nights.
- We propose the addition of a budget item for parking costs (\$100 per month.)
- The budget for Archives has been reduced by one-third.
- We propose a 7.5% increase in the budgeted amount for Our Church's Wider Mission.

The total proposed budget represents an increase of 6.6% over that of 2001.

Respectfully submitted,


John Burlinson

Nominating Committee Report, January 2002

One-Year Terms

Office	Incumbents	Nominees
Treasurer	John Burlinson	
Financial Secretary	Mary Sinclair	Lynne Lemley
Coordinating Council, Member at large	Enid Ross	Andrea Putz
Church School Superintendent	Doyal Pinkard	Doyal Pinkard
Historian	Jamie Adams	Sharon Brown
Publicity	Victor Appel	Jeri Winters
Austin Area Interreligious Ministries	Suzanne Vanderpoel	Suzanne Vanderpoel
Brazos Association Representative	Tommie Pinkard	Tom VandeStadt
University Area Partners	Sharon Brown	Karl Putz
Delegate to South Central Conference	John Burlinson	Doyal Pinkard

Three-Year Terms

Office	Incumbents	Nominees
Moderator	1999-01 John Moore	2002-04 Tommie Pinkard
Clerk	2000-02 David Ross	2000-02 David Ross
Enlistment and Stewardship Committee	2001-03 Corliss Gasparri 2000-02 Jean Appel 1999-01 Michael Adams	2000-03 Corliss Gasparri, <i>chair</i> 2000-02 Richard Jackson 2002-04 Hulen Brown, <i>sec.</i>
Board of Trustees	2000-02 Tommie Pinkard 2000-02 Dennis Murphy 2000-01 Victor Appel 2001-03 Jim Tomasek 2001-03 Mark McCoy 2000-02 George Lemley	2000-02 Dennis Murphy 2000-02 George Lemley 2001-03 Jim Tomasek 2001-03 Mark McCoy 2002-04 Victor Appel 2002-04 Francis Alford
Board of Deacons	2001-03 Joe McMillan 2001-03 Cecile Ervin 1999-01 Jamie Adams 2000-02 Norma Hawes 1999-01 Karl Putz 2000-02 Paul Deisler	2000-02 Paul Deisler 2000-02 Jeri Winter (<i>unexpired term</i>) 2001-03 Joe McMillan 2001-03 Cecile Ervin 2002-04 Pat Oakes 2002-04 Corliss Gasparri Youth Member 2002 Jamie Adams
Music Committee	1999-01 Norma Hawes 2000-02 Sally Tomasek 2001-03 Matt Blackstock	2000-02 Sally Tomasek 2001-03 Matt Blackstock 2002-04 Lisa Kirch
Board of Christian Education	2000-02 Michael Adams 2000-02 Andrea Putz 1999-01 Ben White 2001-03 Craig Headley 2001-03 Julia Deisler	2002-04 Lisa Kirch 2001-03 Craig Headley 2001-03 Julia Deisler 2000-02 Michael Adams 2000-02 Andrea Putz
Nominating Committee	1999-01 Steve Domingue 2000-02 Carol Barrett 2001-03 Richard Jackson	2001-03 Richard Jackson 2000-02 Sharon Brown 2002-04 Cathy Hubbs

*Nicole Harter
2002
-2004*

Other

Fun and Fellowship	Suzanne Vanderpoel	Julia Deisler and Lisa Kirch
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ANNUAL REPORT OF THE PUBLICITY COMMITTEE

January 3, 2002

The members of the Publicity Committee were Tommie Pinkard, Sarah Ross, Chester Rosson and Vic Appel, Chair.

The major activities of the Publicity Committee for 2001 were: 1) Advertising the Easter Sunrise Service 2) Collaborating with the Centennial Celebration Committee in promoting the Centennial Celebration 3) Expanding our advertising coverage within the Yellow Pages' listings

This year the Publicity Committee relied on "home grown" means of advertising our Annual Easter Sunrise Service. Earlier evaluation indicated that our newspaper advertising had not been very effective. The committee put up its large signs advertising the event almost three weeks earlier than usual. These signs were at two key locations: Directly across the street from the stairway to Mt. Bonnell and at 35th and Balcones. It also erected smaller, directional signs at Balcones and Mt. Bonnell Dr. and at Mt. Bonnell itself. It also distributed 8 1/2" x 10" handbills at multiple places of business near Mt. Bonnell and near UT. These efforts combined with the word or mouth promotion by church members resulted in our largest turnout ever---about 450 persons.

The Publicity Committee worked closely with the Centennial Celebration Committee in drafting letters informing out-of-state (and out-of-country) members and former members of the April 30th event and urging their participation. The Committee also drafted communications to the Austin Mayor and the Governor enumerating the church's many civic contributions over the years and urging their issuance of a proclamation. With the assistance of the Centennial Celebration Committee, this effort was accomplished.

With the big boast of a highly successful Centennial Event and our church's calling of a dynamic, young, new minister; the Publicity Committee decided the time had come to "come out of the closet." We recommended and the Board of Trustees authorized the expenditure of an expanded publicity budget for 2002. This would enable us to have--for the first time ever-- a design ad in the Yellow Pages. The ad is reproduced below.

THE CONGREGATIONAL
CHURCH OF AUSTIN,
United Church of Christ
"Celebrating 100 Years of
Active Presence in Austin"
Rev. Thomas J. VandeStadt,
Pastor
An inclusive and progressive community.
A smaller church where each member matters.
Learn more about us on our web site
www.congregationalfaithweb.com
COME BY AND SEE US
472-2370
San Antonio at 23rd Street
(1.2 Block West of UT)

It has been a privilege to serve as chair.

Vic Appel

THE CONGREGATIONAL CHURCH OF AUSTIN

STATEMENT OF ACCOUNTS

December 31, 2001

ASSETS

Fund	Matures	Interest	Previous Month	Current Balance
General Fund: Checking Account *			7,953.28	7,749.70
Common Stock			7,730.91	7,890.00
Memorial Fund			11,329.70	12,322.68
Organ Fund			4,565.78	4,573.23
Capital Fund			74,448.19	66,657.56
Centennial Fund			81.58	81.58
Sub-Total			106,109.44	99,274.75
Bank of America #478614 (McNeely Estate)	2/3/02		2,691.00	2,698.21
Wells Fargo Bank #261242400-0 (McNeely Estate)	4/5/11		7,117.04	7,324.91
United Church Foundation (McNeely Acct.)			20,241.39	21,498.96
Sub-Total			30,049.43	31,522.08
Total			136,158.87	130,796.83

* This figure includes deposits thru 12/31/01.

CONGREGATIONAL CHURCH OF AUSTIN
Budgeted and Expended 2001

		Budgeted 2001	Expended 2001	Percent
	Retiring Pastor - Sabbatical			
5	Salary	\$7,501.08	\$7,501.08	100.00%
6	Annuity	\$1,662.65	\$1,662.65	100.00%
7	Health Insurance	\$2,454.00	\$2,454.00	100.00%
8	Dental Benefits	\$144.00	\$144.00	100.00%
9	Family Protection Plan	\$112.50	\$112.50	100.00%
10	Continuing Education	\$0.00		0.00%
11	Housing Allowance	\$3,750.00	\$3,750.00	100.00%
12	Automobile Expense	\$625.00	\$625.00	100.00%
13	Retiring Pastor - Subtotal	\$16,249.23	\$16,249.23	100.00%
***	Pastoral Leadership - Other			
15	Interim Pastor (Est. 6 months)	\$15,375.00	\$17,550.00	114.15%
16	New Pastor - Total Compensation Package	\$30,000.00	\$19,065.20	63.55%
17	New Pastor - Moving Expenses	\$7,000.00	\$5,330.77	76.15%
	Other Pastoral Leadership - Subtotal	\$52,375.00	\$41,945.97	80.09%
	Pastoral Leadership Subtotal	\$68,624.23	\$58,195.20	84.80%

	Cooperative Responsibilities			
19	Our Church's Wider Mission (OCWM)	\$12,000.00	\$12,000.00	100.00%
20	Austin Area Interreligious Ministries	\$600.00	\$600.00	100.00%
21	Brazos Ass. Dues	\$472.00	\$472.00	100.00%
22	Texas Conference of Churches	\$30.00	\$30.00	100.00%
23	National Council of Churches	\$15.00	\$15.00	100.00%
24	World Council of Churches	\$15.00	\$15.00	100.00%
25	Regional Seminary Support	\$500.00	\$500.00	100.00%
26	Eden Home	\$500.00	\$500.00	100.00%
27	Back Bay Mission	\$500.00	\$500.00	100.00%
28	Slumber Falls Camp	\$100.00	\$100.00	100.00%
29	Austin Interfaith	\$300.00	\$300.00	100.00%
30	Huston Tillotson	\$500.00	\$500.00	100.00%
31	University Area Partners	\$100.00	\$100.00	100.00%
32	Texas Impact	\$100.00	\$100.00	100.00%
33	Religious Coalition for the Homeless	\$110.00	\$110.00	100.00%
	Coop. Responsibilities Subtotal	\$15,842.00	\$15,842.00	100.00%

CONGREGATIONAL CHURCH OF AUSTIN
Budgeted and Expended 2001

page two

		Budgeted 2001	Expended 2001	Percent
33	Local Church Programs			
34	Pastor's Discretionary Fund	\$200.00	\$14.25	7.13%
35	Secretary	\$11,561.45	\$11,561.45	100.00%
36	Social Security & Medicare	\$821.59	\$821.59	100.00%
37	Music For Worship	\$250.00	\$387.11	154.84%
38	Musicians	\$5,000.00	\$5,525.00	110.50%
39	Director	\$2,925.00	\$2,925.00	100.00%
40	Social Security & Medicare	\$207.86	\$207.86	100.00%
41	Christian Education	\$2,800.00	\$2,544.30	90.87%
42	Kitchen Supplies	\$200.00	\$183.85	91.93%
43	Office Supplies	\$3,200.00	\$3,746.29	117.07%
44	Postage	\$600.00	\$653.00	108.83%
45	Utilities	\$8,000.00	\$10,648.68	133.11%
46	Electric & Water		\$5,616.67	
47	Gas		\$2,614.36	
48	Telephone		\$1,848.85	
49	Drinking Water		\$568.80	
50	Property Maintenance	\$6,000.00	\$5,662.86	94.38%
51	Janitorial Supplies	\$150.00	\$83.37	55.58%
52	Janitorial Service	\$4,305.00	\$6,678.00	155.12%
53	Social Security & Medicare	\$301.35	\$474.56	157.48%
54	Conference Delegates	\$600.00	\$660.37	110.06%
55	Camps & Workshops	\$500.00	\$457.90	91.58%
56	Advertising	\$1,000.00	\$960.13	96.01%
57	Pulpit Speakers	\$900.00	\$639.05	71.01%
58	Nursery Attendants	\$1,200.00	\$1,750.00	145.83%
59	Insurance	\$1,428.00	\$1,206.00	84.45%
60	Fun & Fellowship	\$300.00	\$257.94	85.98%
61	Archives	\$150.00	\$0.00	0.00%
62	Miscellaneous	\$150.00	\$861.00	574.00%
63	Printing - Newsletter & Bulletin	\$3,000.00	\$2,751.07	91.70%
64	Retreat	\$1,500.00	\$779.50	51.97%
65	Pastor Search Committee	\$2,500.00	\$3,537.01	141.48%
	Local Church -- Subtotal	\$59,750.25	\$76,625.84	128.24%
66	Centennial Celebration		\$6,807.59	
	TOTAL BUDGETED	\$144,216.48	\$157,470.63	104.47%

CONGREGATIONAL CHURCH OF AUSTIN
Budgeted 2001 and Proposed 2002

		Budgeted 2001	Proposed 2002	Change
1	Retiring Pastor - Sabbatical	\$16,249.23	\$0.00	(\$16,249.23)
***	Pastoral Leadership - Other			
4	Interim Pastor (Est. 6 months)	\$15,375.00	\$0.00	(\$15,375.00)
5	New Pastor - Total Compensation Package	\$30,000.00	\$0.00	(\$30,000.00)
6	New Pastor - Moving Expenses	\$7,000.00	\$0.00	(\$7,000.00)
	Other Pastoral Leadership - Subtotal	\$52,375.00	\$0.00	(\$52,375.00)
9	Pastoral Leadership - Tom VandeStadt			
10	Salary	\$0.00	\$30,135.20	\$30,135.20
11	Annuity	\$0.00	\$6,680.55	\$6,680.55
12	Health Insurance	\$0.00	\$3,129.00	\$3,129.00
13	Family Protection	\$0.00	\$477.18	\$477.18
14	Continuing Education	\$0.00	\$1,300.00	\$1,300.00
15	Housing Allowance	\$0.00	\$17,583.00	\$17,583.00
16	Travel Expenses	\$0.00	\$2,900.00	\$2,900.00
17	Pastoral Leadership - Tom V. — Subtotal	\$0.00	\$62,204.93	\$62,204.93
19	Pastoral Leadership Subtotal	\$68,624.23	\$62,204.93	(\$6,419.30)

Cooperative Responsibilities				
21	Our Church's Wider Mission (OCWM)	\$12,000.00	\$12,900.00	\$900.00
22	Austin Area Inter-religious Ministries	\$600.00	\$600.00	\$0.00
23	Brazos Association Dues	\$472.00	\$432.00	(\$40.00)
24	Texas Conference of Churches	\$30.00	\$30.00	\$0.00
25	National Council of Churches	\$15.00	\$15.00	\$0.00
26	World Council of Churches	\$15.00	\$15.00	\$0.00
27	Regional Seminary Support	\$500.00	\$500.00	\$0.00
28	Eden Home	\$500.00	\$500.00	\$0.00
29	Back Bay Mission	\$500.00	\$500.00	\$0.00
30	Slumber Falls Camp	\$100.00	\$100.00	\$0.00
31	Austin Interfaith	\$300.00	\$300.00	\$0.00
32	Huston Tillotson	\$500.00	\$500.00	\$0.00
33	University Area Partners	\$100.00	\$100.00	\$0.00
34	Texas Impact	\$100.00	\$100.00	\$0.00
35	Religious Coalition for the Homeless	\$110.00	\$110.00	\$0.00
36	Coop. Responsibilities Subtotal	\$15,842.00	\$16,702.00	\$860.00

- what is rule on OCWM?

CONGREGATIONAL CHURCH OF AUSTIN
Budgeted 2001 and Proposed 2002

	Budgeted 2001	Proposed 2002	Change	
40	Local Church Programs			
41	Pastor's Discretionary Fund	\$200.00	\$200.00	\$0.00
42	Secretary	\$11,561.45	\$11,561.45	\$0.00
43	Social Security & Medicare	\$821.59	\$821.59	\$0.00
44	Music For Worship	\$250.00	\$250.00	\$0.00
45	Musicians	\$5,000.00	\$6,640.00	\$1,640.00
46	Director	\$2,925.00	\$5,200.00	\$2,275.00
47	Social Security & Medicare	\$207.86	\$369.53	\$161.67
48	Christian Education	\$2,800.00	\$2,800.00	\$0.00
49	Kitchen Supplies	\$200.00	\$200.00	\$0.00
50	Office Supplies	\$3,200.00	\$3,800.00	\$600.00
51	Postage	\$600.00	\$800.00	\$200.00
52	Utilities	\$8,000.00	\$13,000.00	\$5,000.00
53	Electric & Water			
54	Gas			
55	Telephone			
56	Drinking Water			
57	Property Maintenance	\$6,000.00	\$6,000.00	\$0.00
58	Janitorial Supplies	\$150.00	\$150.00	\$0.00
59	Janitorial Service	\$4,305.00	\$10,400.00	\$6,095.00
60	Social Security & Medicare	\$301.35	\$728.00	\$426.65
61	Conference Delegates	\$600.00	\$600.00	\$0.00
62	Camps & Workshops	\$500.00	\$1,000.00	\$500.00
63	Advertising	\$1,000.00	<u>\$1,000.00</u>	\$0.00
64	Pulpit Speakers	\$900.00	\$900.00	\$0.00
65	Nursery Attendants	\$1,200.00	\$1,800.00	\$600.00
66	Insurance	\$1,428.00	\$1,428.00	\$0.00
67	Fun & Fellowship	\$300.00	\$300.00	\$0.00
68	Archives	\$150.00	\$100.00	(\$50.00)
69	Miscellaneous	\$150.00	\$150.00	\$0.00
70	Printing - Newsletter & Bulletin	\$3,000.00	\$3,000.00	\$0.00
71	Retreat	\$1,500.00	\$1,500.00	\$0.00
72	Pastor Search Committee	\$2,500.00	\$0.00	(\$2,500.00)
73	Missionary Outreach (Freeze Night Expenses)	\$0.00	\$200.00	\$200.00
74	Parking	\$0.00	\$1,200.00	\$1,200.00
74	Local Church -- Subtotal	\$59,750.25	\$74,898.57	\$15,148.32
76	TOTAL BUDGETED	\$144,216.48	<u>\$153,805.50</u>	\$9,589.02

← might need worksheet

#1664

Annual Report
Board of Trustees

Members of the Board of Trustees have been exceptionally busy this year, for two reasons: 1. The congregation voted to remain at the present location, and 2. We experienced changes in our personnel, starting with our pastoral leadership.

Remaining on 23rd Street to "bloom where we were planted," called for building improvements and maintenance projects we had postponed when we were concentrating on relocation. Funds for these projects came from the previous Relocation Fund, which the congregation designated could now be spent for capital improvements, money left from the Centennial Fund after our Centennial celebration, which the congregation designated for non-capital improvements, and additional contributions by members of the congregation.

For his dedicated attention to these projects, the trustees and the congregation owe a special vote of thanks to Vic Appel, chair of the Buildings and Grounds Committee; Mark McCoy, his chief assistant; and all those church members who dedicated time, labor, and money to complete these projects.

First among the improvement projects were those necessary for safety and the structural integrity of the buildings. They included:

- * Electrical rewiring
- * Installation of effective rain gutters
- * Reconditioning and replacing various aspects of the heating and air conditioning system (still underway)
- * Roof repair
- * Replacing loose stones in the arch over the front porch (still underway).

Additional projects made the buildings more usable and more attractive:

- * Reconditioning, cleaning, and painting the downstairs kitchen and dining area (Appel Hall), adding new tables and refrigerators, sound-abating carpeting and curtains
- * Moving the church office to the west wing; repainting the office, and adding new carpeting and solar screening
- * Cleaning and redecorating the nursery
- * Adding extra telephone lines to the church offices
- * Re-keying locks so all doors can be opened with a master key
- * Installing a donated washing machine in the basement for use by freeze-night clients
- * Adding signs that identify the church and direct visitors to the appropriate entrance
- * Contracting for 25 parking spaces on Sundays at the commercial lot on Nueces Street between 23 and 24th streets.

These improvements have made the church more usable, and now some part of it is occupied every week night. Bible study and other activities by members of the church occur on Tuesdays, Thursdays, and Fridays, and other religious groups associated with the University of Texas use the church on Mondays, Wednesdays, and

Fridays. In addition, the congregation voted to allow LifeWorks to use the basement on weekday afternoons as a "drop-in center" for runaway youths. When LifeWorks moves in later in January, Ronnie Mendoza, program director for street outreach for LifeWorks, will oversee a professional staff, using Appel Hall, plus two of the small rooms for an office and a counseling room, to provide a safe place for youngsters.

Our church has seen a succession of pastoral leadership this year following the retirement in January of Reverend Yoshi Kaneda. The trustees arranged for the services of Reverend Rich Thompson until June, and then Reverend John Towery as interim until Reverend Tom VandeStadt arrived. In addition, Cecile Ervin Adam served during the summer as a seminary intern. The trustees were able to put together a compensation package that made it possible for Reverend VandeStadt and his family to come to our church in August.

Jay Harris signed on as caretaker-custodian in August, and has made a real difference. Since he is experienced in building maintenance, he has handled many repair jobs that otherwise we would have had to contract out to commercial firms. His quick response when water flooded the basement last fall during heavy rainstorms saved our new area rugs. Also, Jay serves as the church's representative when the three outside groups meet in the evenings; as part of our contracts with them, they compensate Jay for his time.

Several ongoing projects continue in the new year:

- * Use of Appel Hall by homeless youth on freeze nights (with supervision by volunteers from our congregation)
- * Completing the reconditioning and replacement of air conditioning and heating units
- * Another project begun in 2001 was research toward the purchase of a grand piano with Memorial Fund money. This would make it possible to use the sanctuary for concerts.

We regret to announce that our church administrative assistant, Louise Whitworth, has given notice that she intends to retire in 2002. She has been a dedicated, trustworthy assistant, and a mainstay during this year of pastoral changes. The trustees have agreed to seek a replacement so she can retire by April.

During the past year, all members of the board of trustees have been faithful in participating in our very important monthly meetings. We are particularly grateful to Vic Appel and Mark McCoy for their attention to building needs, to George Lemley and Dennis Murphy for applying their computer know-how to church problems, to George also for his liaison with various contractors, and to Jim Tomasek for helping us keep focused on our Christian purpose. In our decision making, we have depended on the reliable services of our financial secretary, Mary Sinclair, and our treasurer, John Burlinson. And thanks again to Mark McCoy, whose minutes during this busy time kept us all on track.

Respectfully submitted,

Tommie Pinkard

ANNUAL REPORT OF THE BOARD DEACONS FOR 2001

In 2001 the elected membership of the Board of Deacons was one of the few things that remained stable throughout the year as different pastors ministered to our church. Members of the Board for 2001 were: Joseph McMillan (Chair), Cecile Ervin Adam (Chair, Missions Committee), Jamie Adams (Coordinator of Candle Lighting), Paul Deisler (Vice-Chair, Coordinator of Ushering, and Liaison to the Fun and Fellowship Committee), Norma Hawes (Secretary), and Karl Putz (Representative to the Coordinating Council). Each pastor served, in turn, as a member *ex officio*. Cecile Ervin Adam and Jamie Adams were appointed to their special positions within the Board of Deacons later in the year when the positions were established.

Otherwise, 2001 has been a year of many changes. Rev. Yoshikuni Kaneda, Pastor for 11 years, retired in January; Rev. Rich Thompson served as Interim Pastor from that time until part way through June; Rev. Emeritus John Towery served as our part-time Interim Pastor, ably assisted by one our members, Cecile Ervin Adam, in the capacity of Summer Intern; and our new, permanent Pastor, Rev. Tom VandeStadt, began his ministry with our church in mid-August. Each new pastor brought new insights and change to the regular work of the Board of Deacons and to the spiritual life of the church. Examples of some of the changes which affected the work of the Board of Deacons are: the order of service, the manner of serving communion, the procedures for accepting new members into the church (including much more contact with the Deacons), the duties of the ushers, and the lighting of candles (now done by volunteers of any age and not only by some of the Sunday School youth). With the changes, starting with the impetus provided by Rev. Thompson and greatly accelerated and given further direction by Rev. VandeStadt, there came a sense of renewal among the Deacons and the congregation. The year has involved much useful self-examination, renewed emphasis on spirituality and Bible study, and new outreach to the community. The decision, in May, to cancel plans to move to a different site and to make the best of our present site also helped unleash new energy.

Other specific items accomplished by the Board in 2001 worth noting here, in addition to its regular duties, were:

- The Board completed by mid-year a full review of membership in the church to clarify how many active members the church actually has. The resulting number was roughly 30 less than the rolls had shown. The roll of active members in the church directory was divided into two groups, Resident Members and Non-Resident Members. Two other groups were included, each composed of those non-members who have a continuing interest in the church, Resident Friends and Out-of-Town Friends.
- It recommended Kristin Galle and ~~Cecilia Gaspari~~ ^{Espina Ross} to the Brazos Association for "in-care" status.
- It organized the Easter Sunrise Service on top of Mt. Bonnell with much help from others in the church. This service is a major, yearly effort to reach out to the community. Rev. Rich Thompson gave the sermon. A record 400-450 people came to the service.
- The Missions Committee, a subcommittee of the Board established in 2001, developed a relationship with Lifeworks so as to see what opportunities there might be for the church to help in Lifeworks' work among the homeless but on a better basis than the previous effort, Project

Phase. Discussions were held with representatives of different boards, of committees of the church, of Lifeworks, and others and, later, with the congregation. The congregation voted to ask the Board of Trustees to develop a suitable contract, with safeguards, with Lifeworks. The Committee also worked with specific members of the congregation who wished to establish specific outreach programs. An example of such a program is the Christmas Giving Tree for the poor.

- The Board re-established the custom of bringing gifts of food to church each Sunday.
- It affirmed a proposal by a member to organize a blood drive.
- It established a Deacons Discretionary Fund and, after an appeal to the congregation, it provided financial help, from the new Fund, to certain members needing assistance.
- It worked with the Pastor in developing a program for the Fall Retreat, which emphasized prayer and spirituality.
- It recommended to the Board of Trustees that portions of the Organ Fund and the Memorial Fund be used to purchase a baby grand piano for the sanctuary. The proposal was approved and the Music Committee is pursuing the purchase.
- It gratefully accepted a member's generous gift of a new, brass communion service set.

The Board supported two proposals by a member of the congregation: (1) to organize a Sanctuary Fellowship which reaches out to college students and young adults who have graduated from high school; and (2) to organize a Christmas day dinner at the church for the homeless, preceded by a communion service. The Board also assisted in the organization of the new pastor's Service of Installation (December 9) and it helped, as needed, to organize an active and full set of Advent services, which, this year, included a candle light service on Christmas Eve.

2001 has been an unusually busy year and much has been accomplished. My sincere thanks go to all the deacons for their interest, attention, and devotion to our tasks. My hope is that 2002 will be even more fruitful.

Respectfully submitted,

Paul J. Reider, Jr., Vice Chair
for Joseph T. McMillan, Chair,
Board of Deacons

Annual Report of the Board of Christian Education

The Board of Christian Education lost Andrea Putz as its chair in 2001, but a greater loss was that of Carol Barrett, long the backbone of our Sunday School program. We have recovered from that, instituting in the Fall a program with a set curriculum and teaching in month-long shifts. This gives the children continuity and doesn't overburden any one teacher, but in addition, it ensures that any child who comes to church can first have a Sunday School lesson. The Board wanted to guarantee this not only for our own children, but also for the children of prospective new members.

The Board also took steps to solve other problems, the most glaring of which was inadequate care for babies and bigger children. Due largely to the efforts of Julia Deisler, the church now has a real nursery. We also have regular baby sitting. For a while our babysitting staff had two members, but we have scaled that back; however, should we need to expand, we've already set the framework in place.

Finally, last year's Christmas pageant was a great success. It was directed by Robin Chapman, a tremendous asset to our church. It was also a model of delegation and collaboration, a true example of people coming together. We look forward to a similar experience next Christmas, perhaps one involving other neighborhood churches.

Lisa Kirch, Chair

Report of the Stewardship & Enlistment Committee

The act of stewardship by members of the Congregational Church of Austin is so common as to be seldom noticed by other members but is much appreciated by the recipients of our goodwill. Habitat for Humanity, Hands on Housing, Project Lifeworks, the Freeze Night program, the Back Bay Mission in Biloxi, Mississippi, the Christmas Day dinner, and other events and programs all benefited from the energies of the congregation. These contributions to our community and nation strengthen the bonds between us, as both citizens and Christians.

Stewardship within the Church was also much in evidence. Suzanne Vanderpoel and the Fun & Fellowship Committee brought us together frequently. Other members moved members to new apartments and homes were repaired when damaged. Hospital visits were frequently made to ailing members and, sadly, to Hildegard Everett and Jean Appel. Their deaths were most deeply felt by the congregation.

Furthermore, the annual Pledge Drive succeeded in supporting the vision and mission of our Congregation. Hulen Brown, Corliss Gasparri, Joe McMillan, Dennis Murphy, Tom VandeStadt and others successfully urged the congregation from the pulpit to increase their level of giving. The number of pledges increased over the pledge drive of 2000 from 22 to 34 and the funds pledged increased from approximately \$92,000 to over \$124,000, an increase of 34%! This year, the congregation combined the Pledge Drive and the Talent Survey because the latter is also a call for stewardship by the congregation. Corliss Gasparri compiled the responses to the talent survey, while the Financial Secretary compiled the responses to the call for pledges.

Respectfully submitted by

Richard Jackson (chair)



January 5, 2002

ANNUAL REPORT OF THE BUILDING AND GROUNDS COMMITTEE

January 3, 2002

The members of the Building and Grounds Committee for 2002 have been: Cecile and David Adams, Vic Appel, Matt Blackstock, George Carruthers, Julia Deisler, Paul Deisler, Craig Headley, Mark McCoy, Andrea and David Putz, Sara and David Ross, Mary Sinclair, Ben White, Jeri Winter

This has been a very active year for the B & G Committee. The church's decision to "bloom where it is planted" had profound implications for us. It meant that all of the repairs, and maintenance that had been on hold for the past five years pending a possible, alternative church setting now demanded attention. The church's vote to permit monies collected for a new site to be expended in our current location enabled the funding necessary to give our 75 year old structure the "makeover" it has needed—and just in time for our Centennial! We are especially grateful for the many kinds of assistance and support given the Committee by the Board of Trustees—the senior body to whom we are responsible.

Fortunately, we were not limited to work the committee members could accomplish. We could farm out the most complex work to professionals. In this manner we were able to rewire the old electrical circuits and expand new ones to accommodate the demands of a 21st Century church, to enhance exterior lighting for greater security, to replace inadequate gutters, to erect new signage for the church, to mend concrete drainage on the west side of the sanctuary, and to begin replacement and restoration of our stone facing. We obtained professional help to re-key the church so that a single pass key would open all doors, and we got someone to clean and wax the linoleum flooring in the annex.

For the first time ever we engaged a professional to carry out long term planning. We hired an air conditioning and heating specialist to examine our seven or eight separate A/C and heating systems to determine how they might best be combined and when. For example, should we continue to use a boiler for our heating when it only accommodates some of our church structure? Should it be adapted to do the entire plant? Tangible results of that effort are beginning to be visible. Have you seen the A/C unit that was in the annex kitchen ceiling which we replaced and moved to ground level so that it was accessible?

With a combined effort by the B & G Committee, carpet installers and vertical blinds suppliers, we were able to move the Church Office to a more convenient location adjacent the Pastor's office, to repaint the Pastor's Study, and redo the Nursery. Special attention was given to the repair and repainting of the basement so as to make it once again reusable for meals and other church events. For the members of the B & G, there was the seemingly, never ending need to repaint. Projects were completed in the basement (most of all), the fellowship room, the second floor classrooms. We're still not done.

In a sense all church members became members of the Committee through their generous contribution of furnishings required. Suddenly, the "dinosaur" refrigerator in the basement kitchen was replaced by not one but two, new ones. Carpeting to replace the vinyl floors in the new church office and nursery was given. Two dishwashers in the church were donated and installed. The basement sprouted custom-made drapes. It was wondrous to behold!

We express thanks to all of our Committee members who have given so generously of their Saturday mornings, when they could have been sleeping in.

Vic Appel & Mark McCoy, Co-Chairs