

DW Ross

**ANNUAL REPORT
2009**

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

Brazos Association
South Central Conference
United Church of Christ



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AGENDA
The Congregational Church of Austin, A United Church of Christ
Annual Meeting, January 31, 2010. 1:00 p.m.

Items in **Bold** will be discussed and may be voted upon. Other items may be discussed if members of the congregation have questions of general interest.

Call to Order	John Goff, Moderator
Invocation	Rev. Tom VandeStadt
Minutes of the 2008 Annual Meeting and other Congregational Meetings	John Goff
Approval of Minutes	John Goff
Reports	
Pastor	Rev. Tom VandeStadt
Sunday School Teacher	Robynne Heymans
Financial Secretary	Pam Tucker
Clerk	John Goff
Treasurer	David Ross
Presentation and Adoption of Budget for 2009	David Ross
Reports of Boards and Committees	
Coordinating Council	John Goff
Discussion of Christian Ed experiment, 1 year later	John Goff
Revisions to Personnel Policy	Jaime Hadley
Board of Deacons	Barbara Burnham
Board of Trustees	Rhys Ulerich
Board of Christian Outreach	Robin Chapman
Nominating Committee	Sara Ross
Presentation of nominations and election of officers	Sara Ross
Other Business	
Adjournment	Moderator
Benediction – Blessed Be the Tie That Binds –1st Verse	All

Minutes of the Annual Meeting, January 25, 2009 (draft)
The Congregational Church of Austin, United Church of Christ
Only Items in **Bold** were voted on. Other items were offered for discussion.

Call to Order at 12:25 PM

Invocation

Minutes of the 2008 Annual Meeting 01-27 and Congregational Meetings on 05-18, 06-01, 09-21 and 10-19-08

Approval of Minutes (as corrected)

Reports from Officers:

Pastor

Financial Secretary

Clerk

Treasurer: The budget is in deficit because a large donation, expected but not pledged, did not materialize in December. The surplus is almost gone. We need to balance the budget. There are no raises. Some cooperative responsibilities have being dropped (p 14). Outreach has been cut. Maintenance is mostly spent already. Will save on postage but it is mostly spent. We need to question those activities in which our members are not so much involved. On line 38, Workers Defense is being replaced by Austin Interfaith. Several items were defended. The chair ruled that such items remain in the budget but with zero funding. A question was raised about the inadequacy of Sabbatical funds. Income from Gracepoint and Lifeworks is all that is available. **It was moved that a line for Sabbaticals be added to the budget.** Q: Do we have an endowment? A: The principal of the McNeely Fund was established not to be used for 50 years.

Adoption of Budget for 2009 approved without objection.

Reports from Boards and Committees:

Coordinating Council

Christian Education p20 Q: Who is in charge? A: The Coordinating Council.

Proposal to suspend the CE Board for one year (passed without opposition)

Deacons

Easter Sunrise Service: A recent survey of members seemed to be clearly opposed to the Mt. Bonnell location. A location on

John Goff, Moderator

Rev. Tom VandeStadt

Jesse Binford, Clerk

Rev. Tom VandeStadt

Pam Tucker

Jesse Binford

David Ross

Not voted?

//

John Goff

Jennifer Howicz

Betty Bodman

Lady Bird Lake is being considered. No objections were raised.

Trustees

Christian Outreach

Church Historian (oral report) A grad student will work on the Church History. Requests materials and contacts.

Nominating Committee (oral report)

Election of officers

The written slate is accurate except for the Micah 6 representative (drop Dennis Murphy) **Call for other nominations. None.** (approved without objection)

Revised Safe Church Policy: It has been simplified and deals specifically with definitions of misconduct. It will be reviewed annually. Passed without opposition.

Other Business --- none

Adjournment: The meeting was adjourned at 1:53 PM.

Benediction : Blessed Be the Tie That Binds, 1st Verse

Jesse Binford, Clerk

Reuel Nash
Dan Jeffery
Whit Bodman

Matt Blackstock
presented by Sara
Ross

John Goff

John Goff

John Goff

All

**The Congregational Church of Austin, United Church of Christ
Congregational Meeting, March 22, 2009**

John Goff, Church Moderator, called the meeting to order after morning service. The main business was the motion to hire a Sunday School Teacher that had been described in a letter to Church members on March 2, 2009.

Following is the Coordinating Council's original proposal for a motion to the Congregation, as revised based upon subsequent input from additional members of the Church:

The Congregational Church of Austin will create a paid position of "Elementary Class Sunday School Teacher." Responsibilities will include preparing class lessons and teaching Sunday school during service to elementary-age children. Salary for the remainder of 2009 will be allocated from Gracepoint Church rental income. In subsequent years, the teacher's salary will be a budgeted line item. The Board of Deacons will solicit and interview applicants, and make recommendations for hiring subject to final approval by the Coordinating Council.

John and several other members of the Coordinating Council explained the motion. The cost expected based on five hours per week and \$20 per hour is approximately \$5000 annually.

Other members of the congregation entered into the discussion. Would the person hired be able to teach all the K-5 children in a single class? The response likened the situation to that of a one-room school house. Another concern was that the current curriculum requires the presence of two teachers. Would it be possible for Church members to assist the salaried teacher? There was no objection to this possibility.

The question was called. There being no objection to closing the discussion John asked for a voice vote on the main motion. The motion passed without objection.

Jesse Binford, Church Clerk

**The Congregational Church of Austin, United Church of Christ
Congregational Meeting, June 14, 2009**

After the morning service, Jaime Hadley, Chairman of the Board of Trustees, called the meeting to order. Jaime turned the meeting over to Bill Beardall, an active participant in Austin Interfaith.

Bill Moved that the Congregational Church of Austin UCC become a member of Austin Interfaith. There was a second by Doyal Pinkard.

In answer to questions about financial obligations of the Church Bill answered that Austin Interfaith does not require any fixed payment. Their goal is to receive payments equal to 1% of each church's budget. For our Church the payment this year will be \$500. Austin Interfaith has three paid community organizers on their staff.

The question was called and without opposition was voted upon immediately. The resolution passed.

The meeting adjourned at 12:16 PM.

Jesse Binford, Church Clerk

**The Congregational Church of Austin, United Church of Christ
Congregational Meeting, September 13, 2009**

John Goff, Moderator, called the meeting to order after morning service and turned it over to Robin Chapman, Board of Christian Outreach.

She moved that the Church sign a letter with other organizations in support of the Workers' Defense Project. The letter, which is addressed to the Austin City Council, seeks to improve working conditions for Austin's construction workers.

Vote?

Jesse Binford, Church Clerk

PASTOR'S REPORT 2009

The highlight for me in 2009 was my sabbatical. I'd like to thank the entire church for providing me the time, the Trustees for working out the finances that enabled the church to pay Frank Dietz to fill my position while gone, Frank for taking on that role, and the committee led by Greg Futch that worked with Frank during those three months.

I'd like to thank all the folks who serve on the various Boards of the church for carrying out their ministries and responsibilities, and those who serve our church, the wider church, and the community in ways not directly related to any of our Boards. So thanks to all who work with Micah 6, Front Porch Lunch, Freeze Night Shelter, Austin Interreligious Ministries, Texas Impact, the Home Funeral/Green Burial movement, the Care Team, Austin Interfaith, the Brazos Association and South Central Conference, youth group...I could go on. And of course, thanks to our Choir Director, Nodie Murphy, the choir, the trio, and the Joyful Noise Orchestra.

Really big news for our church in 2009 was the hiring of our new Sunday School teacher Robynne Heymans. Robynne has done a wonderful job and has definitely strengthened our church's ministry to children. Thanks Robynne, and also, thanks to Melissa McFerrin who served through the end of the year as our expert child care provider. We welcome Emily Everidge to our church now.

Two quick things to end my brief report.

One. Since returning from my sabbatical, I've changed the worship bulletin by using two sides of a sheet of paper instead of one side of a folded over sheet of paper. The increased space this format provides enables me to more fully develop a particular theme for each worship service by adding quotes, poems, song lyrics, passages from scripture, and other inspirational pieces. I haven't changed the basic order for worship, but I've tried to deepen the worship experience and make it more meaningful by adding thematic pieces. I'd appreciate any feedback you'd like to give me.

Two. I've decided that I would benefit greatly from a Pastor-Parish Relations Committee, one that could meet perhaps three times a year. We tried this when I first arrived without much success, but as I enter my ninth year at this church, I'd like to give it another try. A Pastor-Parish Relations Committee consists of several people from the church who gather with the pastor periodically to see how things are going personally and professionally for the pastor, how things are going for the church, and to raise any issues or concerns that may be looming over the horizon, bubbling below the surface, or unaddressed by any of the Boards.

Thanks to each and every one of you for your faith, ministry, and support. I look forward to traveling the path of 2010 with all of you.

TOM

Sunday School Report

Wow, what an amazing semester we've had together. I have so enjoyed getting to know the kids, and they continue to surprise me with their insight and charm.

We started the semester getting to know each other as a class and ourselves as Christians. We focused on living in a Christian community to help establish how we would treat each other in the classroom. I loosely based our curriculum on a book by Florence Schultz who has written a number of Montessori-based classroom curriculum books. Our main talking points included lessons about tolerance, how church is for everyone; how we contribute individually to the church community, our strengths and weaknesses; and the church building, the different people and components that make up the church. If you'd like to see how the children view our church building, please stop by the classroom and look at the mural we created on the wall above the piano.

As an ongoing lesson, each Communion Sunday we have been learning about the different aspects of communion, the cup; the bread; the history; and we will continue exploring. We talk about the importance of unity that we experience during communion.

We studied Joseph and began Moses through a curriculum called 'One Room Classroom' which focuses on engaging a range of ages with one lesson. During Advent we explored our ideas of hope, love, joy, and peace while discovering the story of Jesus through role-play and creative arts. We created an advent banner, which visually represents our hopes for the world during the Advent season. It will be completed and hung in our classroom soon.

I am excited about our upcoming semester, and have plans to work with Tom and other community members to really engage the children in the church in a very active way. While I will have a curriculum that teaches the lessons of the Bible through the stories told within it, I would like to welcome suggestions or requests from each of you to supplement our class time. If any of you has something you'd like to share with the children, or teach them, please feel free to approach me so we can work out a good time for you to present that.

We are sad to be losing our friends Jacob and Lilly. They have been an incredible contribution to the class, and we hope they will come back and visit us very soon.

I'd like to thank each one of you for an amazing first semester here. I am only looking forward to the future with a joyful, and enthusiastic heart. If you have any concerns, questions or joys, please feel free to contact me via email (heymanrs@gmail.com) and I'd be happy to correspond that way or in person.

With love, Robynne Heymans

FINANCIAL SECRETARY REPORT 2009

IN-FLOWS

General Fund:	<u>2008</u>	<u>2009</u>
Income from pledging units	152,110.00	182,435.00*
Non-pledged income	17,952.00	21,141.00
Loose plate	2956.57	2390.68
Company Match		900.00
Rental income (Lifeworks, Gracepoint, misc)	33,255.00	41,720.00
McNeely Fund	35.72	497.67
Safeway/Randall's Good Neighbor	<u>37.24</u>	<u>77.76</u>
TOTAL	206,346.53	249,162.11

*includes 10,000 from 2008 pledge received in 2009

Designated Income (Local):

Centennial Fund	1700.00	1625.00
Sanctuary Flowers	512.00	392.00
Mission Trip		904.25
Christmas Dinner	100.00	0.00
Equal Exchange	988.80	1884.50
Memorials	1500.00	250.00
Bukasa Family	2445.00	0.00
Retreat	1102.83	1060.00
Misc	170.00	220.00
Utilities from rental		<u>1508.80</u>
TOTAL	\$ 8518.63	7844.55

Designated Income (Outreach)

Neighbors in Need	355.00	471.00
Christmas Fund	380.00	871.00
One Great Hour of Sharing	905.00	780.00
Palestinian Child-Hala	50.00	482.00
Strengthen the Church	245.00	317.00
Huston Tillotson	492.25	0.00
Micah 6	1340.00	841.00
Brazos Association	186.00	0.00
Univ Area Partners		100.00
Misc		355.00
TOTAL	\$ 3953.25	4217.00

TOTAL 2008 IN-FLOWS	\$ 217,922.91	261,223.66
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PLEDGES FOR 2010

\$166,161.00

This is a 3.0% decrease over last year's pledges. If you haven't pledged, please consider it. Thanks.

Please contact me if you have questions. Respectfully submitted,
Pam Tucker

1-12-10

CLERK'S REPORT: VITAL STATISTICS/MEMBERSHIP 2009

TOTAL MEMBERSHIP ON DECEMBER 31, 2009 123

LOSSES IN 2009

TOTAL LOSSES 0

RECEIVED BY AFFIRMATION OF FAITH OR LETTERS OF TRANSFER IN 2009

MUELLER	Bill
MUELLER	Joan
WILLIAMS	Doris
KUHNER	Christine Wardle
SCOTT	Carol
SCOTT	Fred

TOTAL GAINS 6

TOTAL MEMBERSHIP ON DECEMBER 31, 2009 129

Jesse Binford, Clerk
January 13, 2010

TREASURER'S ANNUAL REPORT AND BUDGET PROPOSAL
December 31, 2009 – David W. Ross

SUMMARY

Here is a summary of how our funds have evolved. Details are given in the following three pages. The final two pages detail the proposed budget for 2010. We have both a checking account and investments with the United Church Foundation (UCF), where our share values in two funds have increased by 23% and 29%, respectively, due to the economic recovery.

S **Local Budget** ~~The Local Budget~~ is administered through the General Fund. We began the year with only \$362.01. Total contributed income and accrual was \$229,147.44 as of December 31. Expenditures were \$199,599.94, for a surplus of \$29,547.50. Expenses were only 95% of the budget (2nd and 3rd of the following pages). Note that income was well above expected values. The closing balance was \$29,909.51.

Capital Fund We began with \$16,114.96. Income consisted of \$17,428.28 (from Lifeworks and Gracepoint rent plus unspent insurance receipts). We spent \$13,266.31 for roof work not covered by insurance. Accrual in the UCF was \$2,200.86. The closing balance was **\$22,477.79**.

Centennial Fund We began the year with \$5,735.73. Income consisted of donations of \$1,725.00 and accrual in the UCF of \$993.52. There were no expenditures. The closing balance was **\$8,454.25**.

X **Roof Repair Insurance** We began the year with a balance of **\$13,735.87**. We completed roof repair and cleanup from the storm with payments of \$12,052.89. We transferred the remaining \$1,682.98 to the Capital fund, leaving a balance of **\$0.00**

Memorial Fund We began with **\$4,231.73**, received donations of \$50.00, and \$739.01 accrual in the UCF. There were no expenditures. The closing balance was **\$5,020.74**.

Organ Fund We began the year with \$1,247.27, gained \$265.58 in the UCF, and closed with a balance of **\$1,512.85**.

McNeely Funds The legacy from the McNeely estate is kept in a UCF fund, which began the year at \$22,942.09. We received \$497.67 in dividends from the UCF into the Local Budget (John McNeely's "posthumous pledge"). UCF gain of \$5,748.07 led to a final balance of **\$28,690.16**.

P. 13 **Miscellaneous Pass-through Items** As detailed on the 3rd of the following pages, we began the year with a balance of \$11,978 in designated or pass-through funds. We took in \$14,487 and doled out \$15,035, for a final balance of **\$12,123**. This includes \$5,920 in income from the Gracepoint Fellowship. Funds from Gracepoint were used for the Pastor's sabbatical and the newly hired Sunday School teacher.

BUDGET PROPOSAL FOR 2010

In November 2009, the Treasurer collated input from the Coordinating Council and Boards of Trustees, Deacons, and Outreach and proposed a budget for 2009. The current surplus and estimated income for allows us to restore employee raises and outreach programs that were not included in the 2009 budget, and to include the new Sunday School Teacher and start a new sabbatical fund.

STATEMENT OF ACCOUNTS		Current	Previous	Change
Assets		31 Dec 09	31 Dec 08	
Bank of America				
Checking Account		\$31,590.77	\$25,153.63	\$6,437.14
General Fund		\$23,613.97	\$10,333.82	\$13,280.15
Centennial Fund		\$0.00	(\$3,752.70)	\$3,752.70
Capital Fund		\$0.00	(\$2,650.00)	\$2,650.00
Insurance for roof		\$0.00	\$13,735.87	(\$13,735.87)
Palestinian Child fund		\$386.10	\$204.10	\$182.00
Micah 6 food bank		\$0.00	\$20.00	(\$20.00)
Sabbatical (from Gracepoint)		\$0.00	\$5,600.00	(\$5,600.00)
Other Gracepoint		\$5,157.70	\$1,400.00	\$3,757.70
Christmas Fund		\$771.00	\$25.00	\$746.00
Youth Trip		\$434.54	\$0.00	\$434.54
Cello fund/music fund		\$389.00	\$240.00	\$149.12
Fine Arts Committee		\$345.00	\$0.00	\$345.00
Equal Exchange		\$493.34	(\$2.46)	\$495.80
United Church Foundation				
McNeely Account (Equity Fund)		\$28,690.16	\$22,942.09	\$5,748.06
Capital, Memorial & Organ Fund		\$47,907.24	\$28,251.70	\$19,655.54
<i>Moderate Balanced Fund</i>				
Capital Fund		\$10,214.23	\$18,685.53	(\$8,471.30)
Centennial Fund		\$7,429.25	\$0.00	\$7,429.25
Memorial Fund		\$5,020.74	\$0.00	\$5,020.74
Organ Fund		\$1,512.85	\$1,247.27	\$265.58
Lifeworks Deposit		\$1,974.47	\$1,627.85	\$346.62
<i>Cash Equivalent Fund</i>				
General Fund		\$6,295.54	(\$9,971.81)	\$16,267.35
Centennial Fund		\$1,025.00	\$9,488.43	(\$8,463.43)
Capital Fund		\$12,263.56	\$79.43	\$12,184.13
Memorial Fund		\$0.00	\$4,231.73	(\$4,231.73)
Deacons' Emergency Fund		\$1,202.57	\$1,410.10	(\$207.53)
Deacons' Remembrance Fund		\$596.54	\$596.54	\$0.00
Sanctuary Flowers		\$105.78	\$445.79	(\$340.01)
Christmas dinner		\$266.71	\$410.84	(\$144.13)
Fund Totals				
General fund total		\$29,909.51	\$362.01	\$29,547.50
Centennial fund total		\$8,454.25	\$5,735.73	\$2,718.52
Capital fund total		\$22,477.79	\$16,114.96	\$6,362.83
Insurance for roof total		\$0.00	\$13,735.87	(\$13,735.87)
Memorial fund total		\$5,020.74	\$4,231.73	\$789.01
Organ fund total		\$1,512.85	\$1,247.27	\$265.58
McNeely Fund total		\$28,690.16	\$22,942.09	\$5,748.06
Miscellaneous (pass through) total		\$12,122.88	\$11,977.76	\$145.11
Total Gross Assets		\$108,188.17	\$76,347.42	\$31,840.74

With designated obligations subtracted, **Total Net Assets** are **\$103,614.07**.

Items in boxes represent breakdown of the account values.

**CONGREGATIONAL CHURCH OF AUSTIN
2009 BUDGET vs. EXPENSES**

	Budget	Spent	Difference	Per Cent Spent
Pastoral Leadership - Tom VandeStadt				
10 Salary	\$49,826.00	\$49,894.36	\$68.36	100%
11 Annuity	10,475.64	10,475.64	0.00	100%
12 Health Insurance	-	-		
13 Family Protection	1,122.40	1,122.40	0.00	100%
14 Continuing Education	490.00	490.00	0.00	100%
15 Housing Allowance	25,000.00	25,000.08	0.00	100%
16 Travel Expenses	1,221.96	1,153.60	(68.36)	94%
Pastoral Leadership - Subtotal	\$88,136.00	\$88,136.00	\$0.00	100%
Cooperative Responsibilities				
21 Our Church's Wider Mission (OCWM)	\$14,100.00	\$14,100.00	\$0.00	100%
22 Austin Area Interreligious Ministries	600.00	600.00	0.00	100%
23 Brazos Association Dues	540.00	605.00	52.00	112%
24 Texas Conference of Churches	-	-		
25 National Council of Churches	-	-		
26 World Council of Churches	-	-		
27 Regional Seminary Support	-	-		
29 Back Bay Mission	1,000.00	1,000.00	0.00	100%
30 Slumber Falls Camp	200.00	200.00	0.00	100%
32 Huston-Tillotson University	500.00	500.00	0.00	100%
33 University Area Partners	-	-		
34 Texas Impact	100.00	100.00	0.00	100%
35 Religious Coalition for the Homeless	363.00	367.96	4.96	101%
36 Micah 6	2,750.00	2,760.00	10.00	100%
37 Ministry to homeless	2,200.00	715.12	(1,484.88)	33%
38 Austin Interfaith	500.00	500.00	0.00	100%
39 Equal Justice Center	400.00	400.00	0.00	100%
Cooperative Responsibilities: Subtotal	\$23,253.00	\$21,848.08	(\$1,404.92)	94%
Local Church Programs				
41 Pastor's Discretionary Fund	\$800.00	\$142.04	(\$657.96)	18%
42 Secretary - Salary	15,059.00	15,059.04	0.04	100%
43 Secretary - FICA & Medicare	1,152.01	1,152.00	0.01	100%
44 Music for Worship	450.00	289.48	(160.52)	64%
45 Musicians	11,400.00	9,595.00	(1,805.00)	84%
46 Choral Director - Salary	6,700.00	6,700.00		100%
47 Choral Director - FICA & Medicare	512.55	512.56	0.01	100%
48 Christian Education	1,000.00	234.11	(765.89)	23%
49 Church Safety Policy Implementation	500.00	59.85	(440.15)	12%
50 Supplies - office, janitor, kitchen	4,000.00	3,259.90	(740.10)	81%
51 Postage	450.00	433.61	(16.39)	96%
53 Electricity & Water	12,500.00	11,114.44	(1,385.56)	89%
54 Gas	2,700.00	1,658.81	(1,041.19)	61%
55 Telephone	2,800.00	2,564.59	(235.41)	92%
57 Property Maintenance	5,000.00	4,416.40	(583.60)	88%
58 Garden Maintenance	300.00	66.54	(233.46)	22%
59 Janitor - Salary	14,100.00	13,938.75	(161.25)	99%
60 Janitor - FICA & Medicare)	1,078.65	1,066.14	(12.51)	99%
61 UCC Meeting Expenses	200.00	218.00	18.00	109%

Local Church Programs (cont)	Budget	Spent	Difference	Ratio
63 Membership outreach	685.00	612.00	(73.00)	89%
64 Pulpit Supply - Speaker Stipends	700.00	200.00	(500.00)	29%
65 Nursery Attendants	2,880.00	2,495.00	(385.00)	87%
65b Nursery Attendants – FICA & Medicare	220.32	190.97	(29.35)	87%
66 Insurance	7,500.00	7,047.00	(453.00)	94%
66b Workers Compensation	2,000.00	2,129.98	129.98	106%
67 Fun & Fellowship Committee Expense	300.00	228.33	(71.67)	76%
68 Archives	200.00	218.53	18.53	109%
69 Deacons' Discretionary Fund	500.00	135.59	(364.41)	27%
70 Admin Assistant mileage	200.00	144.67	(55.33)	72%
71 Parking	3,600.00	3,600.00	0.00	100%
Local Church Programs: Subtotal	\$99,487.53	\$89,483.33	\$10,004.20	90%

76 TOTAL	\$210,876.53	\$199,467.41	\$11,409.12	95%
IRS correction**		132.53		
GRAND TOTAL	\$210,876.53	\$199,599.94	\$11,276.59	95%

**IRS correction occurs because 4th quarter payroll taxes are paid in January of the following year, which is not taken into account in the above tabulation.

Pass-through items	12/31/08			12/31/09
Item	Initial value	Income	Payout	Final Value
One Great Hour of Sharing	\$0	\$780	\$780	\$0
Neighbors in Need	0	436	436	0
Christmas Fund	25	821	75	771
Strengthen church	0	317	317	0
CROP Walk	0	50	50	0
Palestinian Child	204	482	300	386
Calvert Foundation	0	0	0	0
Micah 6 individual	20	700	720	0
University AreaPartners	0	100	100	0
Workers Defense Fund	0	10	10	0
Sabbatical (Gracepoint)	5,600	500	6,100	\$0
Other Gracepoint	1,400	5,420	1,662	5,158
Deacons emergency	1,410	0	208	1,203
Flowers (Easter Lilies, Poinsettias)	446	392	732	106
Christmas dinner/credit reimburse	411	0	144	267
Equal Exchange	(2)	1,885	1,389	493
Deacons Remembrance fund	597	0	0	597
Spring retreat	0	1,060	1,060	0
Robin Rosson going away gift	0	70	70	0
Youth trip	0	919	485	435
Fine Arts Committee	0	345	0	345
Music Fund/Cello fund	240	200	51	389
*Lifeworks security deposit	1,628	347	0	1,974
TOTALS	\$11,978	\$14,487	\$15,035	\$12,123

*Lifeworks deposit value in UCF Fund is variable. Potential obligation remains at \$2,100

2010 BUDGET PROPOSAL

Our surplus in the General Fund (local budget) is \$29,910. The Trustees conservatively estimate income to the local budget of about \$214,000, including part of the Lifeworks rent. Additional income from Lifeworks and the Gracepoint Fellowship will be applied to the Capital Fund or kept separately, but could be applied to local expenses if necessary.

Our goal for 2010 is to restore previous cuts to outreach programs (Cooperative Responsibilities) and to provide 3% raises to all but recently hired employees, while continuing to be frugal in other areas. We will also change the musicians from contract workers to regular employees (45b), add a Sabbatical Fund (64b), and provide for the new Sunday School teacher (65c,d). The total proposed budget to accomplish these is \$227,151.

CONGREGATIONAL CHURCH OF AUSTIN

2010 PROPOSAL

	Adopted 2009	Proposed 2010	\$ change	% change
Pastoral Leadership - Tom VandeStadt				
10 Salary	\$49,826	distribution		
11 Annuity	10,476	determined by		
12 Health Insurance	-	Tom and		
13 Family Protection	1,122	Robin		
14 Continuing Education	490			
15 Housing Allowance	25,000	25,000		
16 Travel Expenses	1,222			
Pastoral Leadership Subtotal	\$88,136	\$90,780	\$2,644	3.0%
Cooperative Responsibilities				
	2009	2010		
* 21 Our Church's Wider Mission (OCWM)	\$14,100	\$14,500	\$400	2.8%
22 Austin Area Interreligious Ministries	600	600	0	0.0%
* 23 Brazos Association Dues <i>\$5/member</i>	540	<i>\$645</i> 625	85	15.7%
24 Texas Conference of Churches	0	30	30	restored
25 National Council of Churches	0	100	100	restored
26 World Council of Churches	0	100	100	restored
27 Seminary support	0	500	500	restored
* 29 Back Bay Mission	1,000	1,100	100	10.0%
30 Slumber Falls Camp	200	200	0	0.0%
32 Huston-Tillotson College scholarship fund	500	500	0	0.0%
33 University Area Partners	0	100	100	restored
34 Texas Impact	100	100	0	0.0%
35 Religious Coalition for the Homeless	363	393	30	8.4%
36 Micah 6	2,750	3,000	250	9.1%
37 Ministry to Homeless	2,200	2,200	0	0.0%
* 38a Workers Defense Project	0	500	500	restored
* 38b Austin Interfaith	500	2,100	1,600	320.0%
39 Equal Justice center	400	400	0	0.0%
Cooperative Responsibilities Subtotal	\$23,253	\$27,048	\$3,795	16.3%

+\$20

Betty Phillep's
- continuing & d for - Nolie
- Robynne

Local Church Programs		2009	2010	\$ change	% change
	41 Pastor's Discretionary Fund	\$800	\$800	\$0	0.0%
*	42 Administrative Assistant - Salary	15,059	15,511	452	3.0%
	43 Admin. Assistant - FICA & Med @7.65%	1,152	1,187	35	3.0%
	44 Music for Worship	450	450	0	0.0%
	45 Musicians	11,400	11,510	110	1.0%
<i>new</i>	* 45b Musicians - FICA & Med @7.65%	-	822	822	new
*	46 Choral Director - Salary	6,700	6,901	201	3.0%
	47 Choral Director - FICA & Medicare @7.65%	513	528	15	0.0%
	48 Christian Education	1,000	2,000	1,000	100.0%
	48b Church Safety Policies Implementation	500	250	(250)	-50.0%
	50 Supplies - office, janitor, kitchen	4,000	3,500	(500)	-12.5%
	51 Postage	450	450	0	0.0%
	53 Electricity & Water	12,500	12,500	0	0.0%
	54 Gas	2,700	2,300	(400)	-14.8%
	55 Telephone	2,800	2,800	0	0.0%
	57 Building Maintenance	5,000	5,000	0	0.0%
	58 Garden Maintenance	300	200	(100)	-33.3%
	59 Custodian - Salary	14,100	14,595	495	3.5%
7	60 Custodian - FICA & Medicare	1,079	1,117	38	3.5%
	61 UCC Meeting Expenses	200	700	500	250.0%
	63 Membership Outreach	685	685	0	0.0%
	64 Pulpit Supply - Speaker Stipends	700	1,000	300	42.9%
<i>new</i>	* 64b Sabbatical Fund	-	1,020	1,020	new
	65 Nursery Attendants	2,880	2,880	0	0.0%
	65b Nursery attendant - FICA & Medicare	220	220	0	0.0%
<i>new line</i>	* 65c Sunday School Teacher	-	5,200	5,200	new
*	65d SS Teacher - FICA & Medicare	-	398	398	new
	66 Insurance	7,500	7,600	100	1.3%
	66b Workers Compensation	2,000	2,000	0	0.0%
	67 Fun & Fellowship Committee Expense	300	300	0	0.0%
	68 Archives	200	100	(100)	-50.0%
*	69 Deacons' Discretionary Fund	500	1,000	500	100.0%
	70 Admin Assistant mileage (formerly printing)	200	200	0	0.0%
	72 Parking	3,600	3,600	0	0.0%
Local Church Programs: Subtotal		\$99,488	\$109,323	\$9,835	9.9%
76	TOTAL	\$210,877	\$227,151	\$16,275	7.7%

Notes

- 21-39 Previously removed items restored - Outreach
- 23 Brazos dues raised from \$4 to \$5 per member
- 35 Religious Coalition in lieu of drainage fee. Rate set by City of Austin
- 38a/b Workers Defense restored, Austin Interfaith raised - Outreach
- 45b Now pay employer's portion of regular musicians FICA and Medicare
- 59 Custodian increment 3% each hour - allowing for extra hours
- 61 Meeting expenses increased because meeting not in Austin
- 64b Sabbatical Fund to be augmented yearly until next sabbatical at \$85 per month
- 65c/d Sunday School Teacher formerly supported by Gracepoint Funds

almost = 2005 budget

Moderator's Report

Continuing recent practice, the Coordinating Council devoted much of its January meeting to a wide-ranging "state of the church" discussion, where we have an open discussion of how things are going in the church and where improvements could be had. The following report summarizes those discussions.

a) Worship Services

Tom's recent change to a full-page format for the bulletin garnered significant response – both positive and negative. On the plus side, the addition of various quotes, poetry, scripture etc. greatly contributes to the development of a theme for each service. Many have expressed their appreciation to Tom for the additional material and how it enhances the worship service; it is something new and fresh. On the negative side, the single sheet is awkward to hold, difficult to read because so much is on one page – some just don't like it. Fortunately, our new copier, which can print double sided to legal-sized sheets, offers a ready solution. Jaime created an example of how the bulleting, with all the new information, would look if printed in book-format on a legal-sized sheet. Tom and all council members were impressed, and Tom vowed, with Jaime's help, to get it working before annual meeting.

Our earlier efforts to reinvigorate Children's time, first with Frank and continuing with Tom, seem to have worked out very well. Participation of Children in Worship time has gone back up, and new families are attending. We will continue to work towards ways of increasing the involvement of children in the first part of the worship service.

A concern was raised about over use of unfamiliar music from the New Century (i.e., the black) hymnal. Too often, it seems, the congregation just muddles through many of these songs, and we lose the emotional connection to the music of worship. Perhaps we should use more songs from the red hymnal and/or focus more on just a few new songs so that they become familiar. However, Tom pointed out that he finds it difficult to include many songs in the red hymnal, not just because of exclusive language, but also because many are theologically inconsistent with our beliefs, spending much effort on emphasizing the sacrifice of Jesus. One suggestion was offered that we simply omit verses that are objectionable – a practice that is common in other churches.

The coordinating council expressed continued appreciation for the wonderful music the trio performs, and on the continuation of excellence provided by the new members.

b) Christian Education

The hiring of a teacher has provided a much-needed sense of stability to the Sunday School program; Robynne Heymans is working out wonderfully, and building a real rapport with the children. The children are getting more out of Sunday School. Having a stable Sunday School situation with a consistent teacher appears to be making a very positive impression on new families that come to the church. We are still working on curriculum – Robynne is OK with what she has, but we'll need a better long term solution. She may also need assistance when class size gets large. The Council member-at-large will continue to supervise the teacher.

The youth group is going well; our relationship with Univ. Christian is excellent, with strong interactions, two groups. They get along well and work well together. They plan activities, mission trips, together, etc.

2 *
Not much going on right now in adult education except for Sunday morning discussion group. Tom has stopped going to these; he has not found it productive for preparing for worship because the discussions often go far afield from the service theme. Perhaps there is a need for more of a structured discussion. However, discussions are ongoing with Tom and interested members to do something with adults that is more personal, deeper, spiritual – something that allows people to open up more than they can in the usual worship service – something to allow a deep, meaningful interaction with each other.

New note?
The Council ended up not talking much about the “BCE” experiment – i.e, our suspension of the Christian Ed board and distribution of duties to other boards. The general sense seems to be that things are going quite well as they are. The hiring of a Sunday School teacher has taken a lot of pressure off the church and its boards, and the other boards, including the Coordinating Council, are able to manage the remaining tasks. We have continued to fine-tune how those tasks are distributed, as we want to ensure that too much burden is not transferred to only a few. We leave for future consideration whether or not to remove the Christian Ed board from the bylaws

c) Evangelism

There is nothing more important right now for bringing new people to the church than our web site. Over the past year we have tuned up the web site a bit to make it more user friendly, particularly to first-time visitors. We also have a Google ad that can be shown once a day. Is there a way to make his information on our web site more interesting and update it more frequently? The coordinating council talked about several ideas, including getting our own domain name and getting more sophisticated software.

d) Inreach

We usually have 2-4 folks at any one time who have special needs. Tom is doing a lot of visiting, but most visitations from church members occur when folks have a close connection with those in need. It was suggested that bringing food dishes to those in need is a good way help out. This activity happens occasionally, but it could be more organized. Some of those in need may fall between the cracks – particularly older folks who have not been in church for a long time and do not have as strong connections to those who are in church now.

e) Outreach

Our small church continues to have a strong commitment to outreach. Few churches have such a high percentage of members who do so much – a lot of us are highly committed to one or two or three outreach activities – e.g., freeze night, Micah 6, Austin Interfaith, Front Porch Lunch, etc.

The outreach minute are doing a good job at better connecting the wider membership to outreach supported by the church.

There is, however, a growing disconnect between outreach board and outreach activities. The Outreach Board has been weakened by loss of members. Presently it is not driving much of the

outreach that is happening – e.g., Austin Interfaith, Worker’s Defense Project. Other things like Front Porch Lunch were started by the board, but now are self-perpetuating and not really connected to the board. Should we to rethink the role of the board? We really need a stronger Outreach board; we need the board to take leadership in promoting new opportunities for outreach in the church. New members coming on this year will really help.

f) Stewardship

The stewardship committee is not active right now. Is it even necessary? But right now we have no one who is thinking creatively about stewardship; we are just doing the things we’ve done before. Is there a better way? We did have a very successful Centennial campaign; why can’t we put that kind of energy into our yearly campaign? It takes several very energetic and committed people, and it may be too much to ask every year. Stewardship should be about much more than raise money – it should promote the vision of the Church, help people feel engaged and energized to devote their time and resources to the Church. The individual boards should be trying to do this anyway – each working to get the congregation to be excited about their individual activities. So it may make more sense for Stewardship to be the responsibility of the boards and the Coordinating Council, rather than a separate committee. That is probably more in line with the way we work as a church.

g) Safe Church

We’ve gone a whole year without modifying the policy! Procedures seem to be working well. We need to maintain corporate knowledge as Coordinating Council membership changes.

h) Employee Relations

Deacons have taken on roll of providing employee recognition gifts to employees, which is something we have been wanting to do for a while. The Deacons increased their discretionary fund to pay for it.

ANNUAL REPORT FOR 2009
Board of Deacons

During 2009, the Deacons undertook many projects relating to support of the worship service, membership, supporting faith activities of members, and Christian education.

One of the main accomplishments of this year was in supporting the Pastor's sabbatical, which Rev. Tom VandeStadt took from mid-August to mid-November. Our activities began with appointing a committee composed of Deacons and other church members to solicit and review applications for a sabbatical coverage Pastor, interview candidates, and make a recommendations to the Deacons and the congregation as to whom to select. The committee recommended Rev. Frank Dietz, and Rev. Dietz was offered and accepted this assignment. The Deacons also appointed an ad-hoc sabbatical liaison subcommittee to support Rev. Dietz during his tenure with us. The Deacons and congregation appreciated Rev. Dietz's leadership during the sabbatical period, and welcomed Rev. VandeStadt back when he returned in November.

Another of our significant accomplishments came in the area of Christian education, as duties of the former CE board were divided among the remaining boards. After the congregation approved the hiring of an elementary Sunday School teacher, the Deacons participated in writing a job description, advertising for candidates, appointing an ad-hoc subcommittee to interview candidates and make recommendations as to whom should be hired. The subcommittee recommended, and the Deacons and Coordinating Council accepted, the selection of Robynne Heymans, and she was hired to begin teaching in the Fall. Toward the end of the year, our Nursery teacher, Melissa McFerrin, announced her resignation, and a similar process was begun to find her replacement. A subcommittee of the Deacons again wrote a job description. Before the job could be advertised, an appropriate candidate was found, and at the end of the year Emily Everidge was hired to be the new Nursery teacher, starting in January 2010. During 2009, the Deacons provided oversight of the Nursery teacher, according to the duties assigned at the last Annual Meeting. We also presented third-graders with personalized Bibles at the end of the school year.

The year 2009 was the first in many years that the church did not hold the annual Sunrise Service at Mt. Bonnell. Due to access issues and a preference expressed by the congregation for a quieter, more contemplative service, the Sunrise Service was held on the shores of Lady Bird Lake this year. The weather was not conducive to a large turnout, but those who attended expressed satisfaction with the change in venue. The Deacons again supported the opportunity for members to purchase Easter lilies for the sanctuary for the Easter service, as well as poinsettias for the Christmas services. Members, as in previous years, were encouraged to dedicate these plants to the memory or in honor of loved ones.

In February, the Deacons received the sad news, along with the rest of the congregation,

of the death of our beloved soloist, Melanie Wilkinson. To help members deal with the shock of Melanie's sudden death, we organized an impromptu gathering at which members and friends could express their feelings of grief and to remember the many gifts that Melanie contributed to the life of this congregation and so many members. A large number of people attended this gathering, including members of Melanie's family. Later in the year, the Deacons framed a photograph of Melanie and hung it in the Fellowship Hall

During Advent and Easter, the Deacons again organized a Friday noon service and luncheon, especially for members who have a difficult time attending Sunday services. Weather somewhat limited participation during the Lenten luncheon, although several intrepid members did attend. The Advent luncheon was well attended, however, and members appeared to enjoy the fellowship.

During 2009, the church welcomed new members Joan and Bill Mueller, Doris Williams, Fred and Carol Scott, and Christine Kuhner. The Deacons hosted several information sessions for those considering becoming members of the church, and we were able to welcome new members Beth Gleason and James and Mona Maser in January 2010.

With the encouragement of the Trustees, the Deacons used the existing Flower Fund to provide lovely floral arrangements when Rev. Dietz first arrived and when he left in November, flowers for Rev. VandeStadt's return, and beautiful greenery wreaths in the Fellowship Hall for the Christmas season.

Other activities supported or planned by the Deacons included the annual church retreat, this year on Mindfulness, held at Slumber Falls in April; a new movement of home and green funerals; a review of the church website and signage to make us more accessible to people attending our church for the first time; and a book sale, planned for January, which will benefit the Deacons' Memorial Fund.

And of course, the Deacons continued to prepare and help serve Communion on the first Sunday of the month. Due to the influenza outbreak, we changed our method of distributing bread to cut-up pieces, to help avoid any spread of infection.

Respectfully submitted,
The Board of Deacons
Barbara Burnham, Chair

**2009 Annual Report of the Board of Trustees
Congregational Church of Austin**

The Trustees are responsible for the financial health of the church and the maintenance and use of the building.

The most detailed view of the financial health of the Church is available in the Treasurer's Report elsewhere in this document. Overall, the Church is solvent, pays its bills, has no debt, and has its capital funds in fairly diverse investments. This year the Trustees created a formal investment policy to guide such investments. The great majority of operational funds come from pledged and unpledged donations from members of the Church. Additional operating income comes from payments for building use.

Lifeworks continues to use our building as a drop-in center for homeless youth and a base for medical and dental treatment for the homeless. We consider their work to be an extension of our Church's mission. Members of the Church participate directly with Lifeworks during Freeze-night shelters and by providing occasional "Front Porch" lunches.

Gracepoint Fellowship, a church group primarily reaching out to Asian-American students at U.T., continues to hold services after ours each Sunday and to use our church one night each week. Because Gracepoint may choose to stop leasing from us with only two months notice, and because we do not wish to become dependent on the income, the Trustees do not count Gracepoint rental income as part of our operating budget. Instead, we have used it to cover one-time expenses. In 2009, the Trustees used income from Gracepoint to fund the pastor's sabbatical, to fund our new Sunday School teacher, to help cover our 2009 budget shortfall, and to replenish our capital fund in preparation for the upcoming day when we need to replace our largest air conditioning unit or our boiler. We have created new line items in the 2010 budget to handle the ongoing cost of the former two items.

Building maintenance took many forms this year. In March we held a very successful Work Day where both our congregation and Gracepoint members came together to fix many small issues about the property. Our plumbing and air conditioning systems received significant attention in 2009, as did our exterior lighting and light timing systems. Our southern sidewalk received a major facelift via the city's 23rd street beautification project. The city was amazingly receptive to ensuring the improvements they made fit with our congregation's wishes.

As you are probably aware, our 2009 budget was smaller than the preceding year's. Fortunately our 2009 expenses were too! Some of that reduction can be attributed to belt tightening like reducing outreach spending and making The Visitor a primarily electronic newsletter to save on postage. Some of that reduction can be attributed to good luck like not spending as much on Freeze Night staff due to warmer weather. The Trustees spent time investigating ways to ensure the repeatable savings continue, including trying to shave a couple of dollars off the monthly gas bill and purchasing a copier instead of paying for an extended lease. Happily, our efforts seem to have paid off and we will propose a 2010 budget restoring nearly all previously reduced or removed 2008 line items.

Many, many people put in a lot of time to keep our lovely old building intact and our books in order. Thank you, each of you. Special thanks to the Financial Secretary, Treasurer, and Church Secretary for all the time they spend on an ongoing basis to keep us running smoothly.

Board of Christian Outreach 2009 Report

We are the Arms of God, doing the work of the fingertips.

The basic purpose of the Board is to carry out the Church's social justice mission. An initial review of our hopes for the year included:

- **Outreach to the local community – the homeless, poor, and powerless.**
- **Support of the Care Team**
- **"Inreach".**
- **Support for Austin Interfaith, helping to drive the decision to join and supporting the AI committee.**
- **Providing regular during-the-service educational "minutes" to inform members of the mission activities and encourage participation.**
- **Some involvement of the Youth Group in service projects.**
- **Service projects for the Sunday School.**

We have had various levels of success in turning these hopes into reality.

Four Church members, including three from the Youth Group, participated in the Crop Walk.

The Board had a very successful bake sale fundraiser for Hala, the child in the Middle East that the Church supports. We raised enough money for about 18 months of support for her.

The Board did short presentations during the service on Crop Walk, Micah 6, Back Bay Mission, the Board's Coffee and Chocolate sales, and on two of the UCC special offerings: One Great Hour of Sharing and the Christmas Fund.

There was a short series of meetings about Austin Interfaith, leading to the Church's decision to join this organization.

The Board called a Congregational meeting for Worker's Defense Project to participate in that group's efforts to improve working conditions for Austin's construction workers through more effective monitoring of illegal activity and improved worksite health and safety standards. This resulted in a vote in favor of signing on to petition urging the City Council to work with the Workers' Defense Project to improve working conditions for Austin construction workers.

2009 has been a year of transition for the Board of Christian Outreach. In mid-year the several-term board chair Dan Jeffery moved out-of-town and two other members had to resign their positions.

Reuel Nash