

David W. Ross

**ANNUAL REPORT
2010**

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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**Congregational Church of Austin
Annual Meeting
January 30, 2011
Agenda**

- 1. Invocation**
- 2. Minutes**
- 3. Adoption of Board Reports**
- 4. Nominating Committee**
 - a. Report**
 - b. Election of Officers, Boards, Representatives**
- 5. Financial Secretary's Report**
- 6. Treasurer**
 - a. Report**
 - b. Adoption of Budget**
- 7. Coordinating Council Report**
- 8. Adjourn**

Following the meeting it is traditional to sing one verse of "Blest Be the Tie".

Minutes
Annual Meeting
The Congregational Church of Austin, United Church of Christ

January 31, 2010

The meeting was called to order at 12:40pm by John Goff, Moderator

Invocation was offered by Rev. Tom VandeStadt

Minutes of the 2009 Annual Meeting and other congregational meetings (3/22, 5/14, and 9/13) were presented by John Goff

Minutes of 2009 meetings were approved as corrected (the 9/13 meeting included passage of the motion to support the Workers' Defense Project) – on a motion by Whit Bodman, seconded by Vic Appel

Reports (all reports were gratefully received, though without significant comment except as noted):

Pastor – In discussion, a question was raised about taking action on the pastor's expressed desire for a Pastor-Parish Relations Committee. The moderator indicated that the matter, including decisions about the name and nature of the committee, would be referred to the Coordinating Council.

Sunday School Teacher

Financial Secretary

Clerk – In discussion it was noted that the summary of membership statistics might need correction owing to known losses during 2009. The Clerk will review and report to the congregation.

Treasurer

The Budget for 2010 was approved as presented on behalf of the Board of Trustees by David Ross, Treasurer

Reports of Boards and Committees:

Coordinating Council

This report, presented by John Goff under the heading "Moderator's Report," called for discussion of the Christian Education "experiment" which the church tried during the last year. Positive comments were made, especially about the children's

Sunday School teacher Robynne Heymans, though there was a perceived need for a renewed focus on adult Christian education. The moderator indicated that the Coordinating Council would take up this matter.

Revisions to the Personnel Policy were approved as presented by Jaime Hadley, with these amendments (new language is underlined):

(1) In Section I (STAFF) the first line under Group A Employees should read “Group A employees are pastors/ministers called by the congregation”

(2) In Section IV (GENERAL TERMS FOR ALL POSITIONS) the second paragraph under part B (Vacation) should begin, “Group B employees will receive the equivalent of 2 weeks (40-80 paid hours) of vacation per year” and end with this sentence: “Group B employees may carry over a maximum of 2 weeks of vacation time from one year to the next. Any earned vacation over 2 weeks still remaining at the end of any given year will be forfeited.”

(3) In the same section under part C (Sick Leave), the second paragraph should end with this sentence: “Group B employees may carry over a maximum of 5 days of sick leave from one year to the next. Any earned sick leave over 5 days still remaining at the end of any given year will be forfeited.”

Board of Deacons

Board of Trustees

It was noted that the “Front Porch” lunches are not “occasional,” as reported, but provided on a regular schedule (the first and third Thursdays of each month).

Board of Christian Outreach

Nominating Committee

Nominees were presented on behalf of the committee by Sara Ross. At a call for other nominations, the name of Whit Bodman was added to the slate for the Board of Trustees, Class of 2012. It was noted that Christine Wardle, nominee for the Board of Christian Education, Class of 2012, should be listed as Christine Kuhner. All nominees were elected on a voice vote by the congregation.

Other Business

Vic Appel suggested the formation of a Membership Committee to encourage the growth of our congregation. The moderator indicated that this matter would be taken up by the Coordinating Council.

The meeting was adjourned at 1:41pm on a motion made by Pat Oakes, seconded by Greg Futch

Benediction - "Blessed Be the Tie That Binds" was sung by all present

Dennis Murphy, Clerk

Minutes

Called Meeting The Congregational Church of Austin, United Church of Christ

April 11, 2010

The meeting was called to order at 12:30pm by Barbara Burnham, Moderator.

On behalf of the Board of Deacons, Jennifer Howicz presented motions that Beth Gleason and Martin Garrison be approved for in-care status, and that together with the pastor, Martin prepare for an internship at our church to begin in September and continue to the end of the 2010-11 academic year. Following discussion, both motions were approved on a voice vote.

The meeting was adjourned at 12:38pm on a motion made by Pat Oakes, seconded by Doyal Pinkard.

Dennis Murphy, Clerk

Minutes

Called Meeting The Congregational Church of Austin, United Church of Christ

June 20, 2010

The meeting was called to order at 12:20pm by Barbara Burnham, Moderator.

On behalf of the Board of Deacons, Jennifer Howicz presented a motion that Martin Garrison be approved for an internship at our church to begin in September and continue to the end of the 2010-11 academic year. During the period of the internship Martin would spend 12-15 hours per week working with our pastor, Tom VandeStadt, and under his supervision.

Martin explained that he hoped, during the internship, to gain experience in – and better understanding of – four different aspects of ministry:

- (1) preaching toward the concerns and cares of the congregation
- (2) small group work, both as a leader and as a participant
- (3) the role of a church in initiating and supporting social action in the community
- (4) the practice of pastoral care, perhaps through involvement with the Deacons

Rev. VandeStadt noted that he would be meeting with Martin each week to review his goals, and that Martin would meet monthly with a small group of church members to discuss his work. The

internship as proposed carries no stipend, though the church might choose to add some sort of compensation when it does its budgeting for 2011.

Following discussion, the motion was approved on a voice vote.

The meeting was adjourned at 12:28pm on a motion made by Fran Briggs.

Dennis Murphy, Clerk

PASTOR'S REPORT

As pastor, I have the privilege of working with each one of our church's Boards. Each Board has its own set of responsibilities and its own "personality," and I enjoyed working with each one this past year. If you read the reports each Board has presented, you'll get a sense of what I did in 2010 in conjunction with the Boards.

In addition to working with the Boards to accomplish our church's ministry, I met fairly regularly with our two in-care students, Martin Garrison and Beth Gleason, throughout the year. Once Martin became our church's intern, I began meeting with him weekly, and I've tried to introduce him to as many sides of our church's ministry as possible. I've very much enjoyed working with Martin, and I'm pleased that Beth will have the opportunity to serve as an intern at Church of the Savior in Cedar Park.

I spent a fair amount of time on the homeless "street kids" issue this year, hosting and participating in a number of meetings with neighborhood representatives, our police liaison, and area churches. I'm grateful for all the church members that participated in these meetings, and for the compassion shown the street kids in our church's discussions and ministry. Once Micah 6 decided to play a more prominent role in providing ministry to the street kids, I helped integrate a number of the Micah 6 churches into our freeze night ministry. Further discussion amongst Micah 6 churches regarding expanded ministry to street kids will occur this year. I'm grateful as well for the close working relationship I have with the Lifeworks Street Outreach Director, Will Hancock.

In terms of other ministries in the community, I worked with the Workers Defense Project on their Build a Better Austin campaign by participating in their efforts to get the drinking water/rest break ordinance passed by the Austin City Council. This involved a number of meetings inside City Hall with council members, City staff, and other community stake-holders, and a number of public vigils outside City Hall. Several members of our church participated in some of the Workers Defense Project vigils in our church neighborhood and downtown Austin following the deaths of three construction workers at 21 Rio Grande St. Toward the end of the year, I began working on the Workers Defense Project's Build a Better Texas Campaign, which is seeking to pass state-wide legislation around several workplace justice and safety issues. I also served for about half the year on Austin Interfaith's Strategy Team, and along with other members of our church, participated in Austin Interfaith events and accountability sessions.

In terms of ministries of education and spirituality, Martin and I met with Elizabeth Freese and Talley Sumerlin to help plan the Fall segment of the series, *The Great Metanoia*. The bulk of the work and inspiration came from Elizabeth and Talley, but I enjoyed the opportunity to get to know them better during the process. I helped start a meditation group that combines sitting meditation, the cultivation of mindfulness, and spiritual dialogue. We meet once a month, and in the spring, we gathered for a day-long retreat. I continue to sit, take classes, and participate in multi-day retreats at the Appamada Zen Center here in Austin.

Throughout the year, I met with church members (often at Central Market, Whole Foods, or another restaurant or coffee shop) to discuss any number of personal, spiritual, or church-related issues. I found these one-on-one encounters to be the most enjoyable part of my job. Who else can say they work at Central Market without actually being a Central Market employee?

I look forward to worshipping and working together with you on our common ministry in 2011. We have some exciting things coming up, and I pray that we'll continue to grow together as we continue down our discipleship paths.

FINANCIAL SECRETARY REPORT 2010

IN-FLOWS

General Fund:	2008	2009	2010	2011
Income from pledging units	152,110.00	182,435.00*	186,356.00**	162,644.00
Non-pledged income	17,952.00	21,141.00	21,817.00	18,000.00
Loose plate	2956.57	2390.68	2855.75	3000.00
Company Match		900.00	900.00	
Rental income to budget	19,055.00	19,220.00	20,400.00	21,300.00
McNeely Fund	582.49	497.67	288.24	
Safeway/Randall's Good Neighbor	80.40	77.76	143.09	
Misc (other donations, LW util)	1420.36	1508.80	1806.59	
TOTAL TO BUDGET	\$192,146.53	228,170.91	234,566.67	204,944.00

*includes 10,000 from 2008 pledge received in 2009

**includes 10,500 pre-paid pledge for 2011

Designated Income (Local):

Rental income, designated	14,200.00	22500.00	20,700.00
Centennial Fund	1700.00	1625.00	950.00
Sanctuary Flowers	512.00	392.00	586.00
Mission Trip		904.25	4335.00
Christmas Dinner	100.00	0.00	220.00
Equal Exchange	988.80	1884.50	1126.00
Memorials	1500.00	250.00	1200.00
Bukasa Family	2445.00	0.00	
Retreat	1102.83	1060.00	559.84
Grant			3500.00
Misc	170.00	220.00	1930.25
TOTAL	\$ 22,718.63	28,835.75	35,107.09

Designated Income (Outreach)

Neighbors in Need	355.00	471.00	230.00
Care Team			1290.00
Christmas Fund	380.00	871.00	770.00
Snell Fire Fund			400.00
One Great Hour of Sharing	905.00	780.00	1257.00
Haiti Relief			300.00
OCWM			150.00
Palestinian Child-Hala	50.00	482.00	
Strengthen the Church	245.00	317.00	695.00
Huston Tillotson	492.25	0.00	
Micah 6	1340.00	841.00	590.00
Brazos Association	186.00	0.00	
Univ Area Partners		100.00	
Pastor's Discretionary Fund			550.00
Misc		355.00	150.00
TOTAL	\$ 3953.25	4217.00	6382.00

TOTAL 2008 IN-FLOWS **\$ 218,818.41** **261,223.66** **296,755.76**

PLEDGES **\$171,300.00** **\$166,161.00** **\$162,644.00**

This is a 2.2% decrease over last year's pledges. If you haven't pledged, please consider it. Thank you!

Respectfully submitted,
Pam Tucker

Jan 13, 2011

Clerk's Report – Membership Statistics 2010

Total membership, January 1, 2010 **130***

Received into membership by confirmation, affirmation of faith, or letter of transfer:

Dietz, Kevin
Dietz, Rachel
Freese, Elizabeth
Garrison, Martin
Gleason, Beth
Maser, James
Maser, Mona
Quisenberry, Jason
Quisenberry, Shannon
Snell, Megan
Summerlin, Talley

Total additions 2010 **11**

Losses from membership by request, transfer, or death:

Burlinson, Carol
Burlinson, Jake
Burlinson, John
Domingue, Bree
Firestone, Cara
Firestone, James
Fracasso, Paula
Gordon, Cora
Harris, Marilyn
Harris-Bonham, Jack
Hedgecock, Pamela
Heimbach, Will
Nieto, Dan
Oakes, Sarah
Tapia, Tina
White, Marguerite

Total losses 2010 **16**

Total membership, December 31, 2010 **125**

Baptisms:

Bradley, Daniel

Marriages:

Appel, Vic and Betty

Funerals and memorial services

White, Marguerite

*In last year's report, membership as of December 31, 2009 was shown as 129. This number was questioned from the floor at last year's Annual Meeting, and a new audit of membership losses and additions resulted in the number shown here.

Dennis Murphy, Clerk

TREASURER'S ANNUAL REPORT AND BUDGET PROPOSAL
December 31, 2010 -- 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 2011. We have both a checking account and investments with the United Church Foundation (UCF), where our share values have increased by 10.2% in the balanced fund and 15.2% in the equity fund, due to the economic recovery.

Local Budget The Local Budget is administered through the General Fund. We began the year with \$29,659.51. Total contributed income and accrual in the UCF was \$235,405.66 as of December 31. Expenditures were 224,319.85, for a surplus of \$11,085.91. Expenses were 98% of the budget (2nd and 3rd of the following pages). Note that income was well above expected values. The closing balance was **\$40,745.62.**

Capital Fund We began with \$22,477.79. Income consisted of \$14,914.00 from Lifeworks and Gracepoint rents. We spent \$7,802.43 for replacement of an air conditioning unit, a copier, and a computer. Accrual in the UCF was \$2,407.66. The closing balance was **\$31,997.92.**

Centennial Fund We began the year with \$8,454.25. Income consisted of donations of \$700.00 and accrual in the UCF of \$1,165.15. \$304.00 was expended to add a plaque to the garden area. The closing balance was **\$10,015.40.**

Gracepoint Fund We began the year with \$5,157.70. Income consisted of \$600 per month from Gracepoint Fellowship payments, except for the summer months. There were no expenditures. This fund is being held in reserve for a "rainy day." The closing balance was **\$10,443.70**

Memorial Fund We began with \$5,020.74, received donations of \$1,200.00 in memory of Marguerite White and \$500 other donations, plus \$736.92 accrual in the UCF. There were no expenditures. The closing balance was **\$7,457.66.**

Music Fund (formerly Organ Fund) We began the year with \$1,512.85 in the Organ Fund and \$389.12 in the Cello and Music Fund. We combined these into the Music Fund, and accrued \$242.47 in the UCF, and closed with a balance of **\$2,124.44.**

McNeely Funds The legacy from the McNeely estate is kept in a UCF fund, which began the year at \$28,690.16. We received \$288.24 in dividends from the UCF into the Local Budget (John McNeely's "posthumous pledge"). UCF gain of \$4,059.26 led to a final balance of **\$33,037.66.**

Miscellaneous Pass-through Items As detailed on the 3rd of the following pages, we began the year with a balance of \$6,980.40 in designated or pass-through funds. We took in \$14,487 and doled out \$15,035, for a final balance of **\$10,139.85.**

BUDGET PROPOSAL FOR 2011

In November 2010, the Treasurer collated input from the Coordinating Council and Boards of Trustees, Deacons, and Outreach and, with the Trustees concurrence, proposed a budget for 2011. The current surplus in the general fund and estimated income for 2011 allows us to provide modest merit increases for our employees and to propose a 4.3% increase in the local budget.

STATEMENT OF ACCOUNTS	31 Dec 10	31 Dec 09	Change
Bank of America (Items in boxes represent breakdown of the account value.)			
Checking Account	\$25,838.61	31,340.77	(\$5,502.16)
General Fund	\$19,701.43	\$23,363.97	(\$3,459.54)
Centennial Fund	\$0.00	\$0.00	\$0.00
Capital Fund	\$0.00	\$0.00	\$0.00
Palestinian Child fund	\$86.10	\$386.10	(\$300.00)
Care Community Fund	\$50.00	\$0.00	\$50.00
Gracepoint	\$0.00	\$5,157.70	(\$5,157.70)
El Salvador Mission Trip	\$1,244.88	\$0.00	\$1,244.88
Youth Mission Trip	\$503.46	\$434.54	(\$132.08)
Christmas Fund/OGHS	\$572.00	\$771.00	(\$199.00)
Grant for Classes	\$2,043.31	\$0.00	\$2,043.31
Bibles and Hymnals	\$81.19	\$0.00	\$81.19
Cello fund/music fund	\$0.00	\$389.12	(\$389.12)
Fine Arts Committee	\$611.00	\$345.00	\$266.00
Equal Exchange	\$945.24	\$493.34	\$451.90
United Church Foundation			
McNeely Account (Equity Fund)	\$37,452.15	\$28,690.16	\$8,761.99
Capital Fund	\$4,414.49	\$0.00	\$4,414.49
McNeely Fund	\$33,037.66	\$28,690.16	\$4,347.50
Capital, Memorial & Organ Fund	\$83,886.88	\$47,907.24	\$35,979.64
<i>Moderate Balanced Fund</i>			
General Fund	\$8,238.69	\$0.00	\$8,238.69
Capital Fund	\$21,639.29	\$10,214.23	\$11,425.06
Centennial Fund	\$8,344.40	\$7,429.25	\$915.15
Sabbatical Fund	\$1,098.13	\$0.00	\$1,098.13
Memorial Fund	\$7,457.66	\$5,020.74	\$2,436.92
Music Fund	\$2,124.44	\$1,512.85	\$611.59
Lifeworks Deposit	\$2,217.69	\$1,974.47	\$243.22
<i>Cash Equivalent Fund</i>			
General Fund	\$12,805.20	\$6,295.54	\$6,509.66
Centennial Fund	\$1,671.00	\$1,025.00	\$646.00
Capital Fund	\$5,944.15	\$12,263.56	(\$6,319.41)
Gracepoint	\$10,443.70	\$0.00	\$10,443.70
Deacons' Emergency Fund	\$1,202.57	\$1,202.57	\$0.00
Deacons' Remembrance Fund	\$315.79	\$596.54	(\$280.75)
Sanctuary Flowers	\$102.24	\$105.78	(\$3.54)
Christmas dinner	\$281.93	\$281.93	\$0.00
Fund Totals			
General fund total	\$40,745.32	\$29,659.51	\$11,085.81
Centennial fund total	\$10,015.40	\$8,454.25	\$1,561.15
Capital fund total	\$31,997.92	\$22,477.79	\$9,520.14
Sabbatical Fund total	\$1,098.13	\$0.00	\$1,098.13
Gracepoint total	\$10,443.70	\$5,020.74	\$5,286.00
Memorial fund total	\$7,457.66	\$1,901.97	\$2,436.92
Music fund total	\$2,124.44	\$28,690.16	\$611.59
McNeely Fund total	\$33,037.66	\$5,157.70	\$4,347.50
Miscellaneous (pass through) total	\$10,257.40	\$6,576.06	\$3,158.96
Total Gross Assets	\$147,177.64	\$107,938.17	\$39,239.47
Total Net Assets (designated obligations subtracted)	\$139,835.65 07.		

**CONGREGATIONAL CHURCH OF AUSTIN
2010 BUDGET vs. EXPENSES**

	Budget	Spent	Difference	Per Cent Spent
Pastoral Leadership - Tom VandeStadt				
10 Salary	\$52,118.00	\$52,117.92	0.08	100%
11 Annuity	10,796.52	10,876.74	(80.22)	100%
12 Health Insurance	0.00	0.00	0.00	
13 Family Protection	1,156.77	1,165.35	(8.58)	100%
14 Continuing Education	490.00	490.00	0.00	100%
15 Housing Allowance	25,000.00	25,000.08	(0.08)	100%
16 Travel Expenses	1,218.71	1,218.71	(0.00)	100%
Pastoral Leadership - Subtotal	\$90,780.00	\$90,868.80	(88.80)	100%
Cooperative Responsibilities				
21 Our Church's Wider Mission (OCWM)	\$14,500.00	14,500.00	\$0.00	100%
22 Austin Area Interreligious Ministries	600.00	600.00	0.00	100%
23 Brazos Association Dues	645.00	645.00	0.00	100%
24 Texas Conference of Churches	30.00	30.00	0.00	100%
25 National Council of Churches	100.00	100.00	0.00	100%
26 World Council of Churches	100.00	100.00	0.00	100%
27 Regional Seminary Support	500.00	500.00	0.00	100%
29 Back Bay Mission	1,100.00	1,100.00	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	100.00	0.00	100.00	0%
34 Texas Impact	100.00	100.00	0.00	100%
35 Religious Coalition for the Homeless	393.36	393.36	0.00	100%
36 Micah 6	3,000.00	3,000.00	0.00	100%
37 Ministry to homeless	2,200.00	867.79	1,332.21	39%
38a Workers Defense Project	500.00	500.00	0.00	100%
38b Austin Interfaith	2,100.00	2,100.00	0.00	100%
39 Equal Justice Center	400.00	400.00	0.00	100%
Cooperative Responsibilities: Subtotal	\$27,068.36	\$21,848.08	\$1,432.21	95%
Local Church Programs				
41 Pastor's Discretionary Fund	\$800.00	\$890.33	(\$90.33)	111%
42 Secretary - Salary	15,510.77	15,510.72	0.05	100%
43 Secretary - FICA & Medicare	1,186.57	1,186.56	0.01	100%
44 Music for Worship	450.00	485.68	(35.68)	108%
45 Musicians	11,510.00	11,045.42	464.58	96%
45d Musicians - Social Security and Medicare	822.00	726.43	95.57	88%
46 Choral Director - Salary	6,901.00	6,901.00	0.00	100%
47 Choral Director - FICA & Medicare	527.93	527.92	0.01	100%
48 Christian Education	2,000.00	562.70	1,437.30	28%
49 Church Safety Policy Implementation	250.00	19.95	230.05	8%
50 Supplies - office, janitor, kitchen	3,500.00	2,478.46	1,021.54	71%
51 Postage	450.00	68.08	381.92	15%
53 Electricity & Water	12,500.00	13,433.85	(933.85)	107%
54 Gas	2,300.00	2,172.75	127.25	94%
55 Telephone	2,800.00	2,610.51	189.49	93%
57 Property Maintenance	5,000.00	6,480.40	(1,480.40)	130%
58 Garden Maintenance	200.00	174.74	25.26	87%
59 Janitor - Salary	14,595.00	15,581.90	(986.90)	107%
60 Janitor - FICA & Medicare)	1,078.65	1,066.14	(12.51)	99%
61 UCC Meeting Expenses	700.00	0.00	18.00	109%
63 Membership outreach	685.00	620.40	64.60	91%

Local Church Programs (cont)	Budget	Spent	Difference	Ratio
64 Pulpit Supply - Speaker Stipends	1,000.00	800.00	200.00	80%
64b Nursery Attendants	1,020.00	1,020.00	0.00	100%
65 Nursery Attendants	2,880.00	3,553.30	(673.30)	123%
65dNursery Attendants – FICA & Medicare	220.32	244.92	(24.60)	111%
165 Sunday School teacher	5,200.00	4,769.00	431.00	92%
165d SS teacher – FICA & Medicare	397.80	364.83	32.97	92%
66 Insurance	7,600.00	7,400.50	199.50	97%
66b Workers Compensation	2,000.00	1,688.95	311.05	84%
67 Fun & Fellowship Committee Expense	300.00	433.56	(133.56)	145%
68 Archives	100.00	0.00	100.00	0%
69 Deacons' Discretionary Fund	1,000.00	429.31	570.69	43%
70 Admin Assistant mileage	200.00	94.66	105.34	47%
71 Parking	3,600.00	3,600.00	0.00	100%
Local Church Programs: Subtotal	\$109,322.90	\$107,068.61	\$2,254.29	98%
76TOTAL	\$227,171.26	\$223,573.36	\$3,597.70	98%
IRS correction**		746.29		
GRAND TOTAL	\$210,876.53	\$224,319.85	\$2,851.41	98%

**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	12/31/09		12/31/10	
Item	Initial value	Income	Payout	Final Value
One Great Hour of Sharing	\$0	\$1,407	\$1,405	\$2
Neighbors in Need	0	230	230	0
Christmas Fund	771	770	971	570
Strengthen church	0	695	695	0
CROP Walk	0	50	50	0
Palestinian Child	386	0	300	86
Calvert Foundation	0	0	0	0
Micah 6 individual	0	590	590	0
Deacons emergency (& burn fund)	1203	400	400	1,203
Flowers (Easter Lilies, Poinsettias)	106	586	590	102
Christmas dinner/credit reimburse	267	220	205	282
Equal Exchange	493	1,126	674	945
Deacons Remembrance fund (book sale)	597	244	525	316
Spring retreat	0	560	560	0
Care Community	0	1,290	1,240	50
Haiti Earthquake Relief	0	300	300	0
Youth Mission trip	434	1,960	1,891	503
El Salvador Mission trip	0	2,375	1,130	1,245
Fine Arts Committee	345	266	0	611
Grant for Great Metanoia class	0	3,500	1,457	2,043
Hymnals	0	200	162	38
Bibles	0	900	857	43
Art from the streets	0	100	100	0
*Pastor's Discretionary (ad hoc)	0	550	550	0
**Lifeworks security deposit	1,974	243	0	2,218
TOTALS	\$6,576	\$18,562	\$14,882	\$10,256

*\$500 of Pastor's Discretionary (ad hoc) was transferred to the Memorial Fund.

**Income to Lifeworks deposit is accrual in the UCF fund.

2011 BUDGET PROPOSAL

Our balance in the General Fund (local budget) is \$40,863. We also have \$10,443.70 in the Gracepoint Fund. The Trustees conservatively estimate income to the local budget of about \$205,000, 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 2011 is to provide modest merit raises to all employees, while continuing to be frugal in other areas. We will also add an intern stipend (64A) and a choir director's continuing education fund (47B). The total proposed budget is \$236,992.

CONGREGATIONAL CHURCH OF AUSTIN

2011 PROPOSAL

	Adopted 2010	Proposed 2011	\$ change % change	
Pastoral Leadership - Tom VandeStadt				
10 Salary	52,118.00	distribution determined by Tom and Robin		
11 Annuity	10,796.52			
12 Health Insurance	0.00			
13 Family Protection insurance	1,156.77			
14 Continuing Education	490.00			
15 Housing Allowance	25,000.00		25,000.00	
16 Travel Expenses	1,218.71			
Pastoral Leadership Subtotal	\$90,780	\$92,596	\$1,816	2.0%
Cooperative Responsibilities				
	2010	2011		
21 Our Church's Wider Mission (OCWM)	\$14,500	\$14,500	0	0.00%
22 Austin Area Interreligious Ministries	600	600	0	0.00%
23 Brazos Association Dues	645	645	0	0.00%
24 Texas Conference of Churches	30	30	0	0.00%
25 National Council of Churches	100	100	0	0.00%
26 World Council of Churches	100	100	0	0.00%
27 Seminary support	500	500	0	0.00%
29 Back Bay Mission	1,100	1,100	0	0.00%
30 Slumber Falls Camp	200	200	0	0.00%
32 Huston-Tillotson College scholarship fund	500	500	0	0.00%
33 University Area Partners	100	100	0	0.00%
34 Texas Impact	100	100	0	0.00%
35 Religious Coalition for the Homeless	393	393	0	0.00%
36 Micah 6	3,000	3,000	0	0.00%
37 Ministry to Homeless	2,200	2,200	0	0.00%
38a Workers Defense Project	500	500	0	0.00%
38b Austin Interfaith	2,100	2,100	0	0.00%
39 Equal Justice center	400	400	0	0.00%
Cooperative Responsibilities Subtotal	\$27,068	\$27,048	\$0	0.00%

to \$1,25

\$27,068

Local Church Programs		2010	2011	\$ change	% change
41	Pastor's Discretionary Fund	\$800	\$800	0	0.00%
42	Administrative Assistant - Salary	15,511	15,666	155	1.0%
43	Admin. Assistant - FICA & Med @7.65%	1,187	1,198	12	1.0%
44	Music for Worship	450	450	0	0.0%
45	Musicians	11,510	11,855	345	3.0%
45b	Musicians - FICA & Med @7.65%	822	847	25	3.0%
46	Choral Director - Salary	6,901	7,108	207	3.0%
47	Choral Director - FICA & Medicare @7.65%	528	544	16	3.0%
47b	Choral Director - continuing education	0	800	800	new
48	Christian Education	2,000	1,500	(500)	-25.0%
48b	Church Safety Policies Implementation	250	150	(100)	-40.0%
50	Supplies - office, janitor, kitchen	3,500	2,520	(980)	-28.0%
51	Postage	450	200	(250)	-55.6%
53	Electricity & Water	12,500	14,500v	2000	16.0%
54	Gas	2,300	2,415v	115	5.0%
55	Telephone	2,800	2,800	0	0.0%
57	Building Maintenance	5,000	7,200	2200	44.0%
58	Garden Maintenance	200	200	0	0.0%
59	Custodian - Salary	14,595	16,000	1405	9.6%
60	Custodian - FICA & Medicare	1,117	1,224	107	9.6%
61	UCC Meeting Expenses	700	700	0	0.0%
63	Membership Outreach	685	685	0	0.0%
64	Pulpit Supply - Speaker Stipends	1,000	1,000	0	0.0%
64a	Intern stipend	0	1,000	1000	new
64b	Sabbatical Fund	1,020	1,020	0	0.0%
65	Nursery Attendants	2,880	3,930	1050	36.5%
65b	Nursery attendant - FICA & Medicare	220	301	80	36.5%
65c	Sunday School Teacher	5,200	5,356	156	3.0%
65d	SS Teacher - FICA & Medicare	398	410	12	3.0%
66	Insurance	7,600	7,600	0	0.0%
66b	Workers Compensation	2,000	2,000	0	0.0%
67	Fun & Fellowship Committee Expense	300	450	150	50.0%
68	Archives	100	200	100	100.0%
69	Deacons' Discretionary Fund	1,000	1,000	0	0.0%
70	Admin Assistant mileage (formerly printing)	200	100	(100)	-50.0%
71	Parking - Sunday in garage	3,600	3,600	0	0.0%
Local Church Programs: Subtotal		\$109,323	\$117,328	\$8,006	7.3%
76	TOTAL	\$210,877	\$227,151	\$16,275	4.3%

increased hours
3 1/2 hourly increment
increased hours
3 to hourly inc.

Notes

Pastoral leadership 2% increment proposed.

33 We are investigating University Area Partners use of money and not paying for now.

42 Administrative Assistant 1% increment proposed

45-47 Choral Director and musicians 3% increment proposed

47b New item: Choral Director continuing education

59 Custodian salary increment 2% each hour - additional hours for maintenance allowed

64a New item: Intern stipend

65 Nursery Attendant increment 3% each hour - additional hours allowed for

65c/d Sunday School Teacher increment 3% proposed

227,191 236,992 9,821

Congregational Church of Austin
Moderator's Annual Report 2010
Reuel Nash for the Coordination Council

Our moderator, Barbara Burnham, has moved away and will be resigning the position upon replacement. We wish to thank her once more for her leadership.

At the direction of the Coordinating Council, the Church Boards updated the job descriptions for the board positions and the clerk. These descriptions are filed with the Church Secretary. We agreed that the job descriptions should be checked annually to see if revisions are necessary.

The Coordinating Council did performance evaluations for several employees. Generally, the employee was asked to answer some questions about their work, and these were discussed by two or more council members. So far, the process seems to be helpful and provides a conduit for issues that might not otherwise be brought out.

A conflict in the use of the Sanctuary between two events scheduled by two Church Boards prompted the council to coordinate the Church's calendar across boards. Each board is asked to review the calendar at each meeting and notify Sara Ross, who maintains the Church's website calendar, of any changes.

BOARD OF DEACONS 2010 ANNUAL REPORT

Fostering Church Membership

In 2010, the Board of Deacons hosted 3 informational sessions for people interested in joining. The church welcomed several new members: Kevin and Rachel Dietz , their children, Isabella, John, and Francesca, Shannon and Jason Quisenberry, and their children, Juliet and Scarlett, Talley Summerlin, and Elizabeth Freese, and their children, Rose and Vivian. Also joining near the end of the year was Megan Snell.

The Deacons undertook an extensive review of the existing church roster with the annual directory update, and with the help of Jamie Hadley's technical savvy, produced an electronic version of the directory. Another project involved preparing and installing signs to help visitors find their way around the church grounds.

The board hosted and co-hosted many fellowships and receptions honoring and remembering members and friends. We celebrated graduations, marriages, new journeys, and lives lived.

Worship

The Deacons continued their support of Tom in conducting the worship service, coordinating ushers, providing input on revision of the bulletin, assisting with communion, and with the welcoming of new members during services. The Deacons also assisted in special services such as Good Friday and Sunrise Services. They coordinated donations of lilies and poinsettias, and hosted the Lenten luncheon. This year also saw the renewal of a program for sanctuary flowers, initiated by Christie Kuhner and supported by the Deacons.

Christian Education

Thanks to the hard work and talents of our wonderful elementary teacher, Robynne Heymans, and nursery attendant, Emily Everidge, Christian Education for our younger children is stronger than it has been in years, and attendance is growing! The Deacons, Trustees, and teacher liaison Betty Bodman have supported Robynne as she worked with the children fostering the garden. A new curriculum *The Inner Wisdom Series—A Joyful Path* introduced by new member Shannon Quisenberry was purchased for the elementary class. We are also working with Emily to introduce age-appropriate lessons for the nursery class.

The middle/high school Sunday school class continues to be a strong part of the Christian Education program, thanks to all the volunteer teachers who give their time and talent to foster and mentor our youth. Martin Garrison, pastoral intern, has taken charge of the adult Sunday school class to positive reviews.

The Deacons, in coordination with the Trustees, initiated a trial period of extended childcare to provide opportunities for families with young children to attend adult Sunday school, participate in choir, and other before-church activities. This will continue, in conjunction with the expanded curriculum.

The Deacons presented Giovanni Fracasso with his third grade Bible this year. Giovanni is the son of friends Paula and Michael Fracasso, and grandson of members Fran and Rambie Briggs.

In Care and Internship

The Board of Deacons interviewed and presented two new In Care candidates to the congregation, Beth Gleason and Martin Garrison. The congregation unanimously accepted both candidates. The Deacons and Tom are working together to support and mentor Martin and Beth in this program. Both In Care participants have already demonstrated a passion and commitment reflecting that of our pastor. Beth has not only worked long hours as a Deacon helping fulfill the accomplishments described in this report, but also provided several fresh ideas and offered her talents as a grant writer to find additional funds for the church. Beth is also to begin an internship with the Church of the Savior this spring (2011). Besides taking on the adult Sunday school class, Martin has conducted services and attended meetings with Tom. Both candidates have preached sermons to our congregation.

Mission Trip

Becky and Liz Nash, Emily Howicz, and Alex VandeStadt all traveled to Tennessee to help re-build low income housing there.

Retreat

The Deacons also helped with the design and implementation of our April retreat at Slumber Falls, titled *Facing Death, Living Fully*. Former deacon Marilyn Vaché helped mightily with this effort. The retreat was well attended and positively reviewed.

Finally, the Deacons would like to take this opportunity to thank Jennifer Howicz for her dedicated leadership of the Deacons for most of 2010. We are deeply grateful for all her contributions and energy.

**Respectfully submitted,
The Board of Deacons
Greg Futch, Acting Chairperson**

**2010 Annual Report of the Board of Trustees
Congregational Church of Austin**

Your 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, but overall, the Church is solvent, pays its bills, has no debt, and has its capital funds fairly diversely invested. 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, as members of the Church participate directly with Lifeworks to provide freeze-night shelters and regular "Front Porch" lunches. This year we expanded this mission by offering our building for hosting freeze night shelters seven nights a week when it freezes. We continue to face the challenges of being open to the needs of the homeless in our community while setting appropriate limits and responding to neighborhood safety concerns; It has been a difficult balance to negotiate, but we, along with the Outreach Board, are committed to strengthening this part of our Church's mission.

Gracepoint Fellowship continues to have services and fellowship in our Sanctuary each Sunday and one night each week. They continue to be an excellent partner for us in maintaining the building, but our agreement allows either party to end the relationship with only two weeks' notice, so your Trustees will continue the practice of not counting Gracepoint contributions as part of our operating budget, ensuring we never become dependent on it. Instead, we have used it to cover unexpected expenses, to increase our capital fund, and to be a buffer that allows us to feel comfortable in case of budget overruns.

In the spring we had another 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 2010, with the Nursery A/C being completely replaced, a new damage-resistant water spigot installed in our lawn with an additional faucet for the use of folks on the street being installed near the sidewalk, and necessary upgrades to the Appel Kitchen sink and plumbing. On the more technical end of the spectrum, we set up a wireless network at the church this year and replaced our pastor's laptop, allowing him to speed through some routine computing tasks that had become quite tedious and time-consuming. On our grounds we were pleased to support the children of our Church as they planted a new vegetable garden.

We continue to try to find ways to reduce our costs wherever possible, and this year that included replacing our leased copier with a purchased one which paid for itself in only a few months. Our utility payments, on the other hand, continue to rise as rates increase. Fortunately our 2010 expenses were lower than expected, leaving us with a positive balance in the checking account at the end of the year! That small surplus, plus our continued expectation of contributions from Gracepoint, allow us to feel comfortable proposing a deficit budget again in 2011 which includes salary increases for our staff, a stipend for our new intern, and a new continuing education allowance for our music director.

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.

**Congregational Church of Austin
Board of Christian Outreach
Annual Report for 2010**

Two efforts by the Board for Christian Outreach are very visible to the congregation: a new Outreach Forum series, and monthly Outreach "Moments" during worship. The first Outreach Forum, titled "Prisons, Profits and Texas Death Row" was on September 19 with speakers from Texas Coalition To Abolish the Death Penalty, the Texas Jail Project, and Grassroots Leadership. The forum provides a venue for the congregation to become educated on a topic that has come before the Outreach Board, and offers the congregation opportunities to participate. The "Moment" is often publicity, education, and awareness for outreach opportunities the church already does. Outreach Moment topics for 2010 included: Freeze Night, One Great Hour of Sharing, Care Communities, Lifeworks Street Outreach, Workers Defense Project, Front Porch Ministry, Outreach Issues Forum, Calvert Social Investment Fund, Freeze Night, and the Christmas Open Door Meal.

During the summer it became apparent that the behavior of a few individuals on our property overnight was unacceptable. The drug selling and use, violence, and vandalism led us to the decision at a congregational meeting to close the porch to night access except when it is raining. The Austin Police department will not enforce such a ban with exceptions, so we tried to have it self-enforced. Many people found other places to go, but some of the trouble-makers remained, leading us to a decision to make the ban absolute and to ask APD to enforce it. The Outreach Board has discussed something like an expanded Freeze Night program to serve homeless Street Kids on more nights in order to offset the effect of closing the porch. A series of meetings eventually led to more active participation with us for Freeze Night from Micah 6 and the Micah 6 churches, but is not a real expansion of the program to more nights. St. Austin's church is no longer providing space for Freeze Night, so all Freeze Night shelter activities are held in our basement. The Micah 6 organization voted to pay for all of the staffing costs for Freeze Night, and volunteers from four Micah 6 churches are participating on various nights in addition to volunteers from our church. We continue to work with Micah 6 to expand the services available to Street Kids.

Brazos Association Minister and member Reverend Liz Nash participated in a mission trip to El Salvador in January 2010 to learn of the work on past projects in the area of Alegria, to plan future projects, and to work with the leaders of Iglesia Bautisa Emmanuel. Liz and Reverend Tom Neilson made two presentations on the trip at our church, and are leading another trip in 2011 with several members of our church, as well as members of churches in Iowa and Wisconsin.

Our Church supports Hala Mammoud, a student at Rawdat El Zuhur elementary school and kindergarten in East Jerusalem. In 2009, we raised sufficient funds for eighteen months of support for Hala, so we were able to not have a fundraiser in 2010. There will need to be additional funds raised in Spring of 2011.

The Outreach Board has been selling Fair Trade Coffee and Chocolate after worship services. We typically use the money raised for some special project. We have not determined a project for the current earnings.

Reuel Nash

A Word from the Music Director, Nodie Murphy

During my job review I was asked what one or two things I liked most about my job, and I replied, "I love arranging things so that people use their gifts and feel blessed and appreciated doing it. I love bringing disparate things together and creating happy synergies." When asked to elaborate on this answer, I told the story of the Wexford Carol.

On April 13, 2003, we sang #206 in the New Century Hymnal, "A Woman Came Who Did Not Count the Cost" and I really loved the tune, an Irish folk melody called "Wexford Carol." I looked it up in my Oxford Book of Carols and "filed it away" in my head for future reference. The first Christmas Christie Kuhner was here, she lent me some CDs of traditional carols and said that one of her favorites was the Wexford Carol. That clicked with my memory of the tune and I resolved to have the choir sing it during the next Christmas season.

In November 2010 I produced the Wexford Carol at choir practice—two verses printed between the notes, and three verses printed out on the following page. Sara Ross found it difficult to sing the tenor part while looking at the words on another page, so using her computer she reproduced the bass clef with all the verses printed near the notes. The basses and tenors were delighted, but the sopranos and altos were somewhat disgruntled, so she made a page for them, too.

Meanwhile I was trying to figure how to do five verses without getting too boring. Besides, I didn't like the last verse, the one featuring the Wise Men, because the last half had come from a different source and didn't rhyme like the rest of the piece. So I came up with the idea of having a bagpipe-like drone at the beginning, then having a soloist sing the first half of the first verse, then having the rest of the choir sing the rest of the verse in unison. We would sing the second verse in parts, have a musical interlude, then have the soloist sing the third verse alone. Another interlude, another verse in parts by the choir (sung with great enthusiasm!), another, rather calming interlude, then the soloist, singing the first half of the first verse, with the accompaniment gradually returning to the drone, then dropping out completely—so that the soloist finished alone, leaving us in silence and wonder.

At least that was the idea. I sent this outline to Jonathan Geer, our pianist, and asked his opinion. He said he could arrange it—and he did. Meanwhile Christie had had a knee replacement. I told her we would be doing the Wexford Carol at the Candlelight Service and hoped she could come. She assured me that she would be there.

The trio rehearsed with the choir before the Candlelight Service. Christie was already there; Jaime Hadley had brought her. Amy Harris had agreed to perform the solo and was in fine voice. We sang the Wexford Carol near the end of the service and it was exactly as I had imagined it, those last notes hanging in the air with all the expectation of Christmas.

That very special moment, that "happy synergy" was made possible by the choir, by Amy, by Sara, by Jonathan, by the trio, by Christie, by Jaime, and by everyone in the congregation who experienced that quiet feeling of wonder.

That is why I love my job!

**Terms Ending at the
Annual meeting
following the end of :**

Position	2013	2012	2011
Three Year Terms:			
Moderator		Reuel Nash (p) 3 1/2	
Clerk			Betty Bodman (p)
Board of Trustees	Carol Scott Liz Nash	Whit Bodman James Maser	Gail Christeson James Hadley
Board of Deacons	Joe McMillan Cecile Adam	Steve Domingue Beth Gleason	Pat Oakes Shannon Quisenberry (p)
Board of Christian Outreach	Bill Beardall Marilyn Vache	Christine Kuhner Kevin Deitz (p)	Robin Chapman Mona Maser (p)
Board of Christian Education	x x	x x	x x
Nominating Committee	Greg Futch	Sharon Brown	Reuel Nash

ONE YEAR TERMS	2011
Treasurer	David Ross
Financial Secretary	Pam Tucker
Ord Cncl Mem at large	Betty Bodman
Historian	Whit Bodman
AIMM-1	Whit Bodman
AIMM-2	Suzanne Vanderpoel
AIMM-3	Liz Nash
University Area Partners	Sharon Brown
Delegate SSC	Beth Gleason

Dennis M.

ONE YEAR TERMS (with external terms of two or more years length)	2011
Delegate, Brazos	Sara Ross
Delegate Micah 6	Liz Nash

(p) Individuals serving a partial term

New Name in Act