

CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

2012

Annual Report

Congregational Church
Of Austin



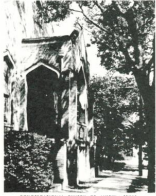
CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

2012 Annual Report

Congregational Church Of Austin, United Church of Christ

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Annual Meeting Agenda

Congregational Church Of Austin, United Church of Christ

January 27, 2013

1. Invocation
2. Minutes
3. Nominating Committee Report
4. Election of Officers, Boards, Representatives
5. Financial Secretary's Report
6. Treasurer Report
7. Adoption of Budget
8. Letter to the country's leaders on gun violence.
9. Proposal to study restructuring the Church's leadership.
10. New Business
11. Adjourn



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

Annual Meeting Minutes

Congregational Church Of Austin, United Church of Christ

January 29, 2012

The meeting was called to order at 12:42 pm by the moderator, Reuel Nash.

The members in attendance were counted and the number was sufficient for a quorum.

The minutes of the 2011 annual meeting and other congregational meetings (5/15 and 6/12) were approved.

It was noted that the annual report was not available to the congregation as early as desired because the new administrative assistant did not know the date by which it was to be distributed.

The following amendment to the personnel policy was proposed by the coordinating council:

V. GENERAL

L. Group A Employees and Emergency Situations

Group A employees will from time to time be out of the city or away from the office while vacationing or on educational or sabbatical leave, as specified in their employment contracts. Arrangements for such leaves are often made weeks in advance, and may involve coordination with the employee's families, non-repeatable events, or non-refundable expenses. Accordingly, in normal circumstances no Group A employee will be asked to forgo any planned leave. However, in the event of an emergency situation, it may be decided in a consultation of the Coordinating Council with a Group A employee that a leave should be interrupted or postponed. In that situation, the leave will be resumed or rescheduled as the employee chooses, and the employee will be reimbursed for any unrecoverable expenses associated with the change of plans necessitated by the emergency.

The rationale for the amendment was described by Reuel Nash.

There was no discussion and no questions; the amendment was unanimously approved.

Nominating Committee Report:

It was noted there is one vacancy on the slate for the Board of Deacons, the Board of Christian Outreach and the Board of Trustees.

There were no nominations or volunteers from the floor to fill the vacancies and the slate was approved as presented.

The following reports were gratefully received and approved without comment except as below:

Pastor's Report

Financial Secretary

Clerk

Treasurer's report:

The Budget for 2011 was presented on behalf of the Board of Trustees by David Ross, Treasurer.

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Christie Kuhner requested a line be added to the budget for sanctuary flowers. Discussion followed. Because there was inadequate time to adequately investigate the issue, a motion was put forward to refer to the Board of Deacons the question of whether we want weekly sanctuary flowers, and if yes, how to pay for them. The motion passed. An informal show of hands indicated a majority of members present would like to have flowers in the sanctuary on Sunday.

David Ross moved that the budget be accepted and the budget was unanimously approved.

Board of Deacon's Report

Board of Trustees Report

Board of Christian Outreach report

Report from the Music Director

New business:

Marilyn Vache spoke about the Spring Retreat which is usually held at Slumber Falls. Slumber Falls requires \$500 to reserve the location for the weekend nights of the retreat. However, the retreat has evolved into essentially a day retreat; not many people stay overnight. One question to consider is whether we should pay the \$500 as a way to support the center or consider other options for the location of the retreat. The discussion ended with the suggestion that those interested in the retreat should talk to Marilyn Vache about the situation.

Pat Oakes moved to adjourn at 1:49 p.m. Multiple seconds ended the meeting.

Respectfully submitted,

Betty Bodman
CCA Clerk



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

Meeting Minutes

Congregational Church Of Austin, United Church of Christ

Congregational Meeting
May 20, 2012

Meeting called to order by Reuel Nash at 12:58 p.m. with Tom opening with prayer.

The presence of a quorum was established.

The two items for consideration were:

1. Report from the Vision Committee which requires no action from the congregation
2. Proposal from the Coordinating Council in regard to the convergence process which requires a congregational vote.

1. Report from the Vision Committee

- Whit Bodman presented a summary of the full Vision Committee report which was distributed to the congregation.
- The Coordinating Council has approved a continuation of the work of the Vision Committee.
- Following the summary, questions and comments were offered. No action was necessary.

2. Convergence process

Dennis Murphy moved the following motion from the Coordinating Council:

In regard to the convergence conversation in which our church has been engaged since March, 2011, the Coordinating Council moves that:

- Our participation be ended, our share of the related expenses be paid and our convergence committee be dissolved.
- 2. We continue, on an informal basis, to explore ways of working more closely with the University Baptist Church and the University Christian Church in the interest of maintaining our contacts, building relationship and collaborating on projects, programs and ministries as opportunities arise.

The recommendation from the Coordinating Council is based on the experiences and opinions of those most involved in the process to date. While we are ending one process, it is hoped that we will be fostering other relationships with University Baptist Church and University Christian Church which may be more fruitful in the long run.

Discussion followed during which some clarifications were made regarding:

1. what meetings and events have taken place during the convergence process.
2. our congregation's level of participation in the events
3. the level of participation by other congregations in the process
4. the possibility of other participating congregations merging or uniting



Meeting Minutes

Congregational Church Of Austin, United Church of Christ

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5. how we might continue to work and collaborate with UBC and University Christian in the long term
6. potential long term benefits of fostering our relationships with these other churches over the years
7. how much money we still owe for our participation in the process to date.

Following discussion, Christie Kuhner called the question.

The motion passed unanimously by voice vote.

The meeting was adjourned by moderator Reuel Nash at 1:42 pm.



Nominating Committee Report

Congregational Church Of Austin, United Church of Christ

Terms Ending at the Annual meeting following the end of :

Position	2015	2014	2013
Three Year Terms:			
Moderator			Reuel Nash
Clerk	Betty Bodman	Betty Bodman	Betty Bodman (p)
Board of Trustees	Whit Bodman Bill Campbell	John Goff Bill Mueller	Elizabeth Nash
Board of Deacons	Jaime Hadley Ruth Koenig	Shannon Quisen-	Joe McMillan
Board of Christian Outreach	Jo Jensen Kevin Dietz	Warinda Harris (p) Josh Sabik (p)	Bill Beardall Marilyn Vache
Nominating Committee	Doyal Pinkard	Jennifer Howicz	Barbara Burnam

ONE YEAR TERMS	2013	2012	2011
Treasurer	David Ross	David Ross	David Ross
Financial Secretary	Pam Tucker	Pam Tucker	Pam Tucker
Crd Cncl Mem at large	Dennis Murphy	Dennis Murphy	Dennis Murphy
Historian	Jaime Hadley	Jaime Hadley	Whit Bodman
University Area Partners	Victoria Li	Sharon Brown	Sharon Brown
Delegate SSC	Beth Gleason	Beth Gleason	Beth Gleason

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

(p) Individuals serving a partial term

Respectfully submitted,
Sharon Brown, Greg Futch and Jennifer Howicz
CCA Nominating Committee



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

Pastor Report

Congregational Church Of Austin, United Church of Christ

My year in 2012 was spent much the way my previous years have been spent: planning and leading worship; meeting with Boards to plan and carry out various ministries; meeting with the Vision Committee; meeting with members and potential new members for breakfast, lunch, or coffee; hospital visits; meeting with the discipleship and meditation groups; leading a few book discussions; organizing freeze night shelter and the Christmas Dinner; and working with a number of justice and environmental groups.

Looking ahead, I'm hoping we can have a more concerted discussion in 2013 regarding how we organize ourselves to plan and carry out our ministry as a church. In the past year, I communicated to the Vision Committee, the Coordinating Council, and several of the Boards my view that our current way of organizing our church life and ministry doesn't suit us well. I don't believe we're adequately matching our passion and energy with our mission and ministry, or that that we're living up to our potential as a church. I don't believe our current board structure enables our members to optimize their gifts for ministry or their practice of discipleship. The Vision Committee, Coordinating Council, and various Boards have begun to discuss these issues, and I'm hoping we can move the dialogue forward with an honest appraisal of what is and is not working for us, and then consider some alternative ways of organizing ourselves to pursue our vision and walk the path of discipleship.

I'm keeping my report short this year in order to stress that for me, the discussion regarding how we organize ourselves as a church needs to be a top priority for 2013. With that said, thanks to all of you for all you do!

TOM



Financial Secretary Report

Congregational Church Of Austin, United Church of Christ

IN-FLOWS

General Fund:

	2009	2010	<u>2011</u>	<u>2012</u>	<u>2013 Est</u>
Income from pledges	182,435*	186,356*	181,161*	179,968	180,000
Non-pledged income	21,141	21,817	24,663	22,172	22,000
Loose plate	2391	2856	3301	2951	3000
Rental income to budget	19,220	20,100	21,400	22,600	23,800
Misc	<u>2984</u>	<u>3438</u>	<u>1991</u>	<u>2129</u>	<u>3000</u>
TOTAL TO BUDGET	\$228,171	\$234,567	\$232,516	\$229,820	\$231,800

*includes pre-paid pledges paid in prior year

Other Income

Rent	\$22,200	\$20,600	\$16,850	\$13,625	\$11,200
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Designated Income (Local):

Centennial Fund	1625	950	775	250	
Sanctuary Flowers	392	586	862	800	
Mission Trip	904	4335	2398	1999	
Christmas Dinner	0	220	198	0	
Equal Exchange	1885	1126	912	841	
Memorials	250	1200	1455	1175	
Retreat	1060	560	0	746	
Deacons Emergency				2240	
Misc	<u>170</u>	<u>220</u>	<u>4542</u>	<u>3171</u>	
TOTAL	\$28,835	\$29,797	\$27,993	\$24,847	

Designated Income (Outreach)

Neighbors in Need	471	230	0	338	
Care Team		1290	0	0	
Christmas Fund	871	770	215	296	
One Great Hour of Sharing	780	1257	375	1230	
Palestinian Child-Hala	482	0	730	0	
Strengthen the Church	317	695	87	600	
Micah 6	841	590	92	125	
Misc	<u>455</u>	<u>1550</u>	<u>455</u>	<u>195</u>	
TOTAL	\$4,217	6382	1954	2774	

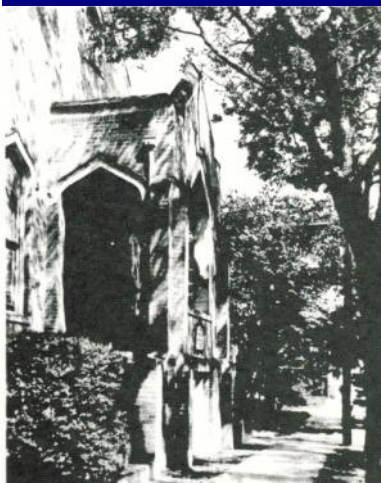
TOTAL IN-FLOWS

\$261,224 \$270,746 \$262,463

PLEDGES

\$171,300 \$166,161 \$175,964 \$175,850 \$173,890

Respectfully Submitted,
Pam Tucker
Financial Secretary 10



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

Clerk's Report

Congregational Church Of Austin, United Church of Christ

Total membership, January 1, 2012

123

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

Renaë Becker
Victoria Li
Bill Campbell
Walker Fountain
Warenda Harris
Ruth Koenig
Jason Parkhill
Kristen Parkhill
Janet Parson
Amy Villwock
Joshua Sabik

Total additions 2012

+11

Losses from membership by request, transfer or death:

Mathis Blackstock

John Drachenberg

Total losses 2012:

-2

Total membership December 31, 2012

132

Total members living outside 100 miles of the church

17

Number for quorum calculation

115

Baptisms:

Zoe Parkhill

Marriages: none

Funerals and memorial services:

Mathis Blackstock

Respectfully Submitted,

Betty Bodman
Clerk



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

Treasurer Report and Budget Proposal

Congregational Church Of Austin, United Church of Christ

David W. Ross
December 31, 2012

SUMMARY

Details are given in the following three pages. The final two pages detail the proposed budget for 2013. We have a checking account and investments with the United Church Foundation (UCF), where share values have *increased by 12.7% in the Balanced Fund and by 17.8% in the Equity Fund*. The economy is improving.

Local Budget The Local Budget is administered through the General Fund. We began the year with \$51,247.92. Total contributed income of \$215,622.50 and a modest gain of \$2,726.55 in the UCF added up to \$218,326.55 as of December 31. Expenditures were \$225,245.33, for a deficit of \$6,896.28. Expenses were 97% of the budget; that is, we under spent the budget in a number of areas, with a closing balance of **\$44,479.14**.

Capital Fund We began with \$18,813.53. Income consisted of \$13,625.00 from Lifeworks and Gracepoint rents. We spent \$3,585.00 for AC and gate repairs, and the new usher station. Accrual in the UCF was \$1,989.65. The closing balance was **\$30,843.19**.

Centennial Fund We began the year with \$10,690.22. Income consisted of donations of \$250.00 and gain in the UCF of \$942.78. There were no expenditures, and a closing balance of **\$11,883.00**.

Gracepoint Fund We began the year with \$13,443.70. There was no income. Current reduced Gracepoint payments are all being diverted to the Capital Fund. There were no expenditures. This fund is being held in reserve for a "rainy day," and has a closing balance of **\$13,948.53**.

Memorial Fund We began with \$8,872.63, received donations of \$725.00 in memory of Matt Blackstock and Ben White, with a gain of \$1,544.17 in the UCF and no expenditures. The closing balance was **\$11,141.80**.

Music Fund (formerly Organ Fund) We began the year with **\$2,098.93**. There were no income or expenditures, but a gain of \$246.14 in the UCF, leading to a final balance of **\$2,345.08**.

McNeely Funds The legacy from the McNeely estate is kept in UCF Equity fund and began the year **at \$30,579.20**. We reinvested the dividends from the UCF, leading to an accrual of \$5,556.48 and a final balance of **\$36,135.68**.

Sabbatical Fund We are putting in \$1,020 per year from the general fund into this fund, which we established three years ago. We began the year with \$2,072.52, and gained \$280.81 in the UCF Fund, for a final balance of **\$3,373.35**

Miscellaneous Pass-through Items As detailed on the 3rd of the following pages, we began the year with a balance of \$6,847.88 in designated or pass-through funds. We took in \$9,667 and doled out \$9,393, for a final balance of **\$6,922.03**.

Net Assets: Overall, although the General Fund decreased, our total gross assets increased by \$16,173.45, mostly in the Capital and McNeely Funds, to \$160,944.22. Subtracting external obligations of \$2,631.40 leaves our net assets at **\$158,312.82**.

STATEMENT OF ACCOUNTS

(Items in boxes represent breakdown of the account value.)

Bank of America	31 Dec 2012	31 Dec 2011	Change
Checking Account	\$24,148.78	\$31,951.74	(\$7,802.96)
General Fund	\$22,044.32	\$28,813.65	(\$6,768.97)
Capital Fund	200.00	\$0.00	\$200.00
Palestinian Child fund	\$216.10	\$516.10	(\$300.00)
Youth Mission Trip	(\$217.19)	\$345.71	(\$562.90)
El Salvador Mission Trip	\$317.00	\$717.00	(\$400.00)
Strengthen The Church	\$50.00	\$0.00	\$50.00
Bibles and Hymnals	\$81.19	\$81.19	\$0.00
Retreat	\$42.35	\$0.00	\$42.35
Fine Arts Committee	\$728.52	\$913.00	(\$184.48)
Christmas dinner	\$0.00	304.36	(\$304.36)
Equal Exchange	\$435.49	\$261.09	\$174.40
United Church Foundation			
McNeely Account (Equity Fund)	\$40,964.12	\$34,665.18	\$6,298.94
Capital Fund	\$4,828.44	\$4,085.99	\$742.46
McNeely Fund	\$36,135.68	\$30,579.20	\$5,556.48
Capital, Memorial & Organ Fund	\$95,831.32	\$78,153.85	\$41,677.47
<i>Moderate Balanced Fund</i>			
General Fund	\$22,177.27	\$17,267.61	\$4,909.66
Centennial Fund	\$9,312.00	\$8,244.22	\$1,067.78
Capital Fund	\$22,361.59	\$4,639.40	\$17,722.20
Gracepoint	\$13,904.83	\$0.00	\$13,904.83
Sabbatical Fund	\$3,373.35	\$2,072.55	\$1,300.81
Memorial Fund	\$11,141.80	\$8,872.63	\$2,269.17
Music Fund	\$2,345.08	\$2,098.93	\$246.14
Lifeworks Deposit	\$2,448.02	\$2,191.07	\$256.95
<i>Cash Equivalent Fund</i>			
General Fund	\$130.05	\$5,167.02	(\$5,036.97)
Centennial Fund	\$2,571.00	\$2,446.00	\$125.00
Capital Fund	\$3,453.15	\$10,088.15	(\$6,635.00)
Gracepoint	\$43.70	\$13,443.70	(\$13,400.00)
Deacons' Emergency Fund	\$2,156.26	\$1,202.57	\$953.69
Deacons' Remembrance Fund	\$315.79	\$315.79	\$0.00
Sanctuary Flowers	\$97.50	\$104.22	\$135.78
Fund Totals			
General fund total	\$44,351.64	\$51,247.92	(\$6,896.28)
Centennial fund total	\$11,883.00	\$10,690.22	\$1,192.78
Capital fund total	\$30,843.19	\$18,813.53	\$12,029.65
Sabbatical Fund total	\$3,373.35	\$2,072.55	\$1,300.81
Memorial fund total	\$11,141.80	\$8,872.63	\$2,269.17
Gracepoint total	\$13,948.53	\$13,443.70	\$504.83
Music fund total	\$2,345.08	\$2,098.93	\$246.14
McNeely Fund total	\$36,135.68	\$30,579.20	\$5,556.48
Miscellaneous (pass through) total	\$6,894.53	\$6,647.74	(\$57.57)
Total Gross Assets	\$160,944.22	\$144,770.77	\$16,173.45

Net Assets (designated obligations subtracted) \$158,312.82

**CONGREGATIONAL CHURCH OF AUSTIN
2012 BUDGET vs. EXPENSES**

	Budget	Spent	Difference	Ratio
Pastoral Leadership - Tom VandeStadt				
10 Salary	\$55,280.00	\$55,280.00	\$0.00	100%
11 Annuity	11,239.20	11,294.85	(55.65)	100%
12 Health Insurance	0.00	0.00	0.00	
13 Family Protection	1,204.20	1,210.16	(5.96)	100%
14 Continuing Education	495.00	495.00	0.00	100%
15 Housing Allowance	25,000.00	25,000.01	(0.01)	100%
16 Travel Expenses	1,229.60	1,229.60	0.00	100%
Pastoral Leadership - Subtotal	\$94,448.00	\$94,509.62	(\$61.62)	100%
Cooperative Responsibilities				
21 Our Church's Wider Mission (OCWM)	\$14,500.00	\$14,500.00	\$0.00	100%
22 Austin Area Interreligious Ministries (iACT)	600.00	600.00	0.00	100%
23 Brazos Association Dues	615.00	615.00	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	103.00	(3.00)	103%
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	0.00	0.00	0.00	
34 Texas Impact	100.00	100.00	0.00	100%
35 Religious Coalition for the Homeless	393.36	398.44	(5.08)	101%
36 Micah 6	3,000.00	3,000.00	0.00	100%
37 Ministry to homeless	2,200.00	906.87	1,293.13	41%
38a Workers Defense Project	500.00	500.00	0.00	100%
38b Austin Interfaith	2,100.00	2,100.00	0.00	100%
38c Austin Interfaith Environmental Network	100.00	100.00	0.00	100%
39 Equal Justice Center	500.00	500.00	0.00	100%
Cooperative Responsibilities: Subtotal	\$27,138.36	\$25,853.31	\$1,285.05	95%
Local Church Programs				
41 Pastor's Discretionary Fund	\$800.00	\$467.84	\$332.16	58%
42 Secretary - Salary	15,979.20	15,992.11	(12.91)	100%
43 Secretary – FICA & Medicare	1,222.41	1,223.33	(0.92)	100%
44 Music for Worship	450.00	481.36	(31.36)	107%
45 Musicians	12,092.00	11,881.01	210.99	98%
45d Musicians – Social Security and Medicare	864.00	825.17	38.83	96%
46 Choral Director - Salary	7,250.00	7,250.00	0.00	100%
47 Choral Director - FICA & Medicare	554.63	554.64	(0.01)	100%
47b Choral Director – Continuing education	800.00	800.00	0.00	100%
48 Christian Education	1,000.00	822.28	177.72	82%
49 Church Safety Policy Implementation	150.00	192.50	(42.50)	128%
50 Supplies - office, janitor, kitchen	2,750.00	1,652.02	1,097.98	60%
51 Postage	100.00	79.73	20.27	80%
53 Electricity & Water	13,100.00	10,083.59	3,016.41	77%
54 Gas	700.00	533.18	166.82	76%
55 Telephone	2,800.00	2,323.39	476.61	83%
57 Property Maintenance	5,300.00	7,798.52	(2,498.52)	147%
58 Garden Maintenance	250.00	28.42	221.58	11%
59 Janitor - Salary	16,320.00	15,219.15	1,100.85	93%
60 Janitor - FICA & Medicare)	1,248.48	1,164.19	84.29	93%

Local Church Programs (cont)		Budget	Spent	Difference	Ratio
61	UCC Meeting Expenses	700.00	95.00	605.00	14%
62	Convergence Discussion	250.00	250.00	0.00	100%
63	Membership Outreach	200.00	0.00	200.00	0%
64	Pulpit Supply - Speaker Stipends	1,000.00	400.00	600.00	40%
64a	Intern Stipend	0.00	0.00	0.00	
64b	Sabbatical Fund	1,020.00	1,020.00	0.00	100%
65	Nursery Attendants	3,115.00	3,060.59	54.41	98%
65d	Nursery Attendants – FICA & Medicare	238.30	212.45	25.85	89%
165	Sunday School teacher	5,516.68	5,027.89	488.79	91%
165d	SS teacher – FICA & Medicare	422.03	382.70	39.33	91%
66	Insurance	7,990.00	8,789.00	(799.00)	110%
66b	Workers Compensation	1,590.00	1,464.82	125.18	92%
67	Fun & Fellowship Committee Expense	450.00	302.58	147.42	67%
68	Archives	100.00	0.00	100.00	0%
69	Deacons' Discretionary Fund	1,000.00	629.38	370.62	63%
70	Admin Assistant mileage	230.00	248.13	(18.13)	108%
71	Parking	3,600.00	3,600.00	0.00	100%
Local Church Programs: Subtotal		Item	\$104,854.97	\$6,297.75	94%
76	TOTAL	\$232,739.08	\$225,217.90	\$7,521.18	97%
	IRS correction**		\$27.43		
GRAND TOTAL		\$232,739.08	\$225,245.33	\$7,493.75	97%

**IRS correction: 4th quarter payroll taxes paid in January of the following year

Pass-through items (nearest dollar)	12/31/2011		12/31/2012	
Item	Initial value	Income	Payout	Final Value
One Great Hour of Sharing	\$0	\$1230	\$1230	\$0
Neighbors in Need	0	338	338	0
Christmas Fund	0	306	55	251
Strengthen church	0	600	550	50
Back Bay Mission	0	110	110	0
Palestinian Child	516	0	300	216
Calvert Foundation	0	0	0	0
Micah 6 individual	0	125	125	0
Deacons emergency	1,203	2240	1287	2,156
Flowers (Easter Lilies, Poinsettias)	104	800	806	98
Equal Exchange	261	841	667	435
Deacons Remembrance fund	316	0	0	316
Spring Retreat	0	746	704	42
Youth Mission trip	346	1799	2362	(217)
El Salvador Mission trip	717	200	600	317
Fine Arts Committee	913	0	184	729
Bibles and hymnals	81	0	0	81
Equal Justice center	0	75	75	0
Lifeworks security deposit	2,191	257	0	2,448
TOTALS	\$6,648	\$9,667	\$9,393	\$6,922

2013 BUDGET PROPOSAL

Making use of input from the Coordinating Council, the Boards of Deacons and Outreach, and our spending experience in 2012, the Trustees have prepared and offer the following budget. We have chosen to offer salary increases that will more than compensate for the FICA tax increase. You will see from the previous two pages, that we under spent last year's budget by \$7,521. Although we ran a deficit for the year, our healthy reserve fund allows us to feel comfortable with this proposal.

CONGREGATIONAL CHURCH OF AUSTIN

2013 PROPOSAL

	Adopted 2012	Proposed 2013	\$ change	% change
Pastoral Leadership - Tom VandeStadt				
10 Salary	55,280	distribution determined by Tom and Robin		
11 Annuity	11,239			
12 Health Insurance	0			
13 Family Protection insurance	1,204			
14 Continuing Education	495			
15 Housing Allowance	25,000		25,000.00	
16 Travel Expenses	1,230			
Pastoral Leadership Subtotal	\$94,448	\$98,226	\$3,778	4.0%

	2012	2013		
Cooperative Responsibilities				
21 Our Church's Wider Mission (OCWM)	\$14,500	\$14,500	\$0	0.0%
22 iACT	600	600	0	0.0%
23 Brazos Association Dues	615	650	35	5.7%
24 Texas Conference of Churches	30	30	0	0.0%
25 National Council of Churches	100	100	0	0.0%
26 World Council of Churches	100	100	0	0.0%
27 Seminary support	500	500	0	0.0%
29 Back Bay Mission	1,100	1,100	0	0.0%
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	0	0	0.0%
34 Texas Impact	100	100	0	0.0%
35 Religious Coalition for the Homeless	393	424	30	7.7%
36 Micah 6	3,000	3,000	0	0.0%
37 Ministry to Homeless	2,200	2,200	0	0.0%
38a Workers Defense Project	500	500	0	0.0%
38b Austin Interfaith	2,100	2,100	0	0.0%
38c Austin Interfaith Environmental network	100	100	0	0.0%
39 Equal Justice center	500	500	0	0.0%
Cooperative Subtotal	\$27,138	\$27,204	\$65	0.2%

2013 BUDGET PROPOSAL *continued*

Local Church Programs		2012	2013	\$ change % change	
41	Pastor's Discretionary Fund	\$800	\$800	\$0	0.00%
42	Administrative Assistant - Salary	15,979	16,618	639	4.00%
43	Admin. Assistant - FICA & Med @7.65%	1,222	1,271	49	4.00%
44	Music for Worship	450	500	50	11.10%
45	Musicians	12,092	12,576	484	4.00%
45b	Musicians - FICA & Med @7.65%	864	898	35	4.00%
46	Choral Director - Salary	7,250	7,540	290	4.00%
47	Choral Director - FICA & Medicare @7.65%	555	577	22	4.00%
47b	Choral Director – continuing education	800	1000	200	25.00%
48	Christian Education	1,000	1,000	0	0.00%
48b	Church Safety Policies Implementation	150	150	0	0.00%
50	Supplies - office, janitor, kitchen	2,750	2,000	-750	-27.30%
51	Postage	100	100	0	0.00%
53	Electricity & Water	13,100	11,000	-2100	-16.00%
54	Gas	700	700	0	0.00%
55	Telephone	2,800	2,500	-300	-10.70%
57	Building Maintenance	5,300	6,000	700	13.20%
58	Garden Maintenance	250	0	-250	-100.00%
59	Custodian - Salary	16,320	16,320	0	0.00%
60	Custodian - FICA & Medicare	1,248	1,248	0	0.00%
61	UCC Meeting Expenses	700	700	0	0.00%
62	Convergence Discussion	250	0	-250	-100.00%
63	Membership Outreach	200	200	0	0.00%
64	Pulpit Supply - Speaker Stipends	1,000	900	-100	-10.00%
64b	Sabbatical Fund	1,020	1,020	0	0.00%
65	Nursery Attendants	3,115	3,240	125	4.00%
65b	Nursery attendant - FICA & Medicare	238	248	10	4.00%
65c	Sunday School Teacher	5,517	5,408	-109	-2.00%
65d	SS Teacher - FICA & Medicare	422	414	-8	-2.00%
66	Insurance	7,990	9,588	1598	20.00%
66b	Workers Compensation	1,590	1,709	119	7.50%
67	Fun & Fellowship Committee Expense	450	450	0	0.00%
68	Archives	100	100	0	0.00%
69	Deacons' Discretionary Fund	1,000	1000	0	0.00%
70	Admin Assistant mileage (formerly printing)	230	230	0	0.00%
71	Parking – Sunday in garage	3,600	3,600	0	0.00%
	Local Church Programs: Subtotal	\$111,153	\$111,605	\$452	0.40%
76	TOTAL	\$232,729	\$237,035	\$4,296	1.90%

Notes

- 33 *We are investigating University Area Partners use of money and not paying for now.*
- 62 *Convergence discussion was a one time expense added in mid-year.*



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

Board of Deacons Report

Congregational Church Of Austin, United Church of Christ

In 2012, the Board of Deacons continued the tradition established by previous members to serve the duties of nurturing the spiritual life of the congregation with simplicity, humility, and pride. We bid farewell to Pat Oakes as she retired from service at the 2011 Annual Meeting and celebrated the appointment of Shannon Quisenberry to a three-year term on the Board.

We began the year with a season of Lenten reflection on the *Network of Progressive Christianity: Points and Affiliation*. Following the worship services each of the Sundays in March, we lead the congregation in discussion of two of the Points. We end the year and begin a new year by reaffirming the *8 Points and Affiliation*. Go to Progressive-Christianity.org for study and reflection.

“By calling ourselves progressive, we mean we are Christians who ...

- Believe that following the path and teachings of Jesus can lead to an awareness and experience of the Sacred and the Oneness and Unity of all life;
- Affirm that the teachings of Jesus provide but one of many ways to experience the Sacredness and Oneness of life, and that we can draw from diverse sources of wisdom in our spiritual journey;
- Seek community that is inclusive of ALL people, including but not limited to: Conventional Christians and questioning skeptics, Believers and agnostics, Women and men, Those of all sexual orientations and genders identities, Those of all classes and abilities;
- Know that the way we behave towards one another is the fullest expression of what we believe;
- Find grace in the search for understanding and believe there is more value in questioning than in absolutes;
- Strive for peace and justice among all people;
- Strive to protect and restore the integrity of our Earth;
- Commit to a path of life-long learning, compassion, and selfless love.”

Throughout the year, the Deacons worked with Tom in advancing the spiritual life of the congregation, serving communion, and welcoming new members into the congregation. A total of eleven (11) new members joined our fellowship community in 2012. A list of names and photographs are published in the January 2013 edition of *The Visitor* and memorialized in the framed church roster on the east wall of the sanctuary.

We encouraged and continued to support the In-Care education and ministry of Beth Gleason and Martin Garrison in their preparation for ordained ministry and ministerial standing in the United Church of Christ. We participated in the infant baptism of a little one, Zoey Parkhill, in July. We provided tokens of appreciation for Robynne Heymans, our former Sunday School Teacher, and Andy Strietelmeier, our Violinist, as they departed for new careers.

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We consoled the congregation, family, and friends during the final days, passing, homegoing and celebration of life of several stalwart members of the congregation, some near and others far away. The new Prayer Net provides an enduring legacy for individual petitions to God and expressions of compassion, reflection, and memorial.

We collaborated with a special committee on the refurbishing of the sanctuary wall tapestry, and with the Board of Trustees on the replacement of the Usher's station with a new handcrafted, custom oak hutch.

We participated in the Visioning process established by the Coordinating Council, reflected on our role as Deacons, on how to be better servants, and how we can be of greater support to Tom, our Pastor, and to the members of the congregation.

We express our appreciation for all those persons who provide leadership and services, which support and advance our congregational life and ministry, particularly our Pastor, The Rev. Thomas J. VandeStadt; our colleagues who continue service on the Board, Cecile Adam and Shannon Quisenberry; our Music Director, Nodie Murphy, the musicians, Sunday School Teacher, Nursery Attendant, Office Manager, and all of the volunteers in the ministry of the Congregational Church of Austin.

We end the year with an expression of sincere appreciation for the service and dedication of two faithful members of the Board of Deacons whose terms expire at the 2013 Annual meeting, Beth Gleason and Steve Domingue.

Respectfully submitted,

Joseph T. McMillan, Jr., Chair
Board of Deacons



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

Board of Trustees Report

Congregational Church Of Austin, United Church of Christ

The Trustees are responsible for the finances of the church, as well as managing and maintaining the building and the property. This year the Church continues to be in sound financial shape. Our overall expenses closely matched our operational income, and we have continued to build our capital funds with a portion of the Lifeworks rent and all of the Gracepoint contributions for their use of the building.

The size of the capital funds have grown to the point where we feel comfortable pursuing long-overdue building improvements. For example, in coordination with the Deacons, we have purchased a new hutch for the usher's station, along with a matching name tag cabinet. These items were constructed by a woodworker in Waco, Clint Harp (known to Shannon Quisenberry), who crafts his furniture out of recycled wood. Also, for every purchase, he constructs a table to be donated to a family in need in the Waco area. Other projects on our radar include a new AV system and lighting for the sanctuary, replacement furniture in a number of locations in the church, and upgrading of downstairs bathrooms.

Our relationship with Lifeworks is as strong as it has ever been. Lifeworks continues to see our church as the ideal location for their services. Their clients think of our church as their home. We see Lifeworks as contributing substantially to the mission of our church and, through activities such as Freeze Night Shelter and Front Porch Lunch, a way for our members to be involved in that mission. With the blessing and oversight of the Trustees and the Coordinating Council, Lifeworks is planning on improvements to our downstairs kitchen to bring it up to code. This will be done with financing from a Lifeworks donor as well as donated labor and supplies. It will be a tremendous benefit for both Lifeworks and the church.

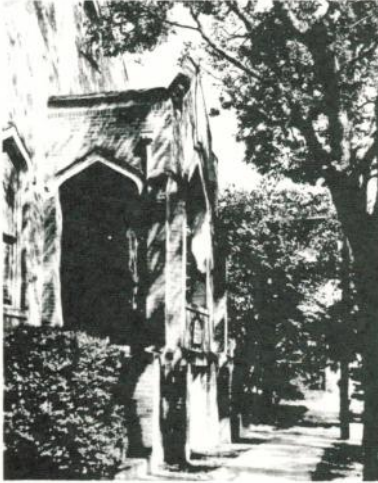
The Gracepoint congregation has long outgrown our small sanctuary, and no longer holds regularly scheduled events in our building. However, they continue to use the church at various times for smaller get-togethers, and provide a contribution to the church when they do.

This past summer saw a major remodeling of the youth room, a joint effort by Christie Kuhner and the youth group. Christie has eventual plans to rent the room during the week for her youth counseling practice. She contributed a significant amount of furniture, supplies, and sweat to the effort in order to make it a place that would be both enjoyed by the youth and suitable for her young clients. The youth group members all contributed significantly in both the design and the labor.

Building repair costs were a bit high this year (these costs often appear to be cyclical). Big ticket items included our deductible for AC repair after copper tubing was stolen, repair to the iron gates in the courtyard, repair of a broken stain-glass window that was damaged by a thrown rock, and flooding cleanup. Fortunately, it appears that the worst of our basement flooding issues have been resolved since the city finished repaving the alley and reconstruction of the sidewalks and drainage.

Respectfully Submitted,

John Goff, Chair
Board of Trustees



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

Christian Outreach Report

Congregational Church Of Austin, United Church of Christ

CCA MISSION STATEMENT: Serving God's World

In 2012, the Board of Christian Outreach performed customary duties of our mission, but also spent time reflecting on our ministries, how work gets done at our church, and how our structures might need change.

FORUMS:

Forums were held on health care, and on the Deferred Action for Childhood Arrivals order from President Obama, regarding deportation of certain undocumented persons. Our speaker for the health care forum was Mimi Garcia, a local activist for the Texas Well and Healthy Campaign. For the DACA presentation, several young people related their stories of trying to find a way to stay in the country they consider their own, after being brought here as young children. Both forums were very well received.

Outreach Moments:

During the year, and in the Sunday service, we briefly described various ministries the church is involved in. These included but were not limited to:

1. Crop Walk
2. Hill Country Ride for AIDS
3. Equal Exchange
4. Austin Interfaith
5. Announcements and Descriptions of Forums
6. Equal Justice Center

DISCUSSION, CONSULTING, FEEDBACK, BRAINSTORMING

A big part of our "work" this year was to think together about our ministries, to approve certain requests, to brainstorm how the board might be able to do its work more effectively.

1. Tom requested funds to cover a Miami trip accompanying other Austin folks to visit the city of Miami and its homeless programs. We easily approved this request.
2. Jaime Hadley asked for our "blessing" for a July 4th lunch for homeless folks, and we approved that also. It was apparently a real success.
3. There were discussions on greater outreach to UT students, on the convergence efforts, on the basement kitchen city code requirements, on other outreach efforts.
4. Our final meeting of the year was dominated by discussions regarding the future of our church, Tom's leadership, and how church boards might be changed to better execute our missions. Our recommendations were forwarded to the Coordinating Council.

It has been a privilege and pleasure to serve on the Outreach committee this year.

Respectfully submitted,

Bill Beardall and Greg Futch, Co-chairs
Board of Christian Outreach



Letter on Gun Violence

Congregational Church Of Austin, United Church of Christ

January 27, 2013

Dear President Obama, Governor Perry, Senator Cornyn, Senator Cruz, Representative McCall, Representative Smith, Representative Doggett, Representative Carter, Representative Flores, Representative Williams,

We, the members of the Congregational Church of Austin, United Church of Christ, urge you to do everything in your power to stop gun violence in this country and the State of Texas. In response to the recent mass shootings in Connecticut and Colorado, as well as the ongoing daily gun violence that kills about thirty Americans every day, we say: "Enough is enough!" The words in the Constitution certainly weren't intended to allow this kind of murderous violence against our citizens.

Over and over again, this country has suffered through suicidal shooters with assault weapons. Easy access to guns repeatedly turns arguments into homicides in our homes and public places. These two appalling truths compel us to call for outlawing the sale of assault weapons and high capacity ammunition clips. We must also regulate the sale and possession of other guns and ammunition. The presence of armed guards is not effective: this has not stopped suicidal gunmen from committing horrible acts in schools and even in police stations. Arming teachers just makes more guns available closer to our children! Legislation that provides guards, arms teachers, or allows for more concealed weapons doesn't stop the first bullet from being fired.

Specifically we support legislation that would:

- Ban high-capacity ammunition clips and assault weapons.
- Close the "gun show loophole" that allows guns to be sold without background checks, and make the database of those disallowed from buying guns effective.
- Regulate where and how guns and ammunition are purchased, allowing only face-to-face transactions in person with licensed sellers--and no more gun shows/sales in government-owned buildings!
- Require handguns to be registered and regulate how gun licenses are issued.
- Raise the age of handgun ownership to 21 years.
- Require the reporting of stolen guns, and make gun owners liable for the crimes committed with their guns.
- Fully fund the agencies necessary to enforce the laws.
- Fully fund scientific research to understand the costs to taxpayers due to gun violence, and the effect of the availability of guns on crimes.

We do NOT support legislation that would:

- Eliminate "gun free zones" in schools and public places.
- Arm teachers.
- Make it easier to get a concealed weapons permit.
- Increase the number and availability of guns.
- falsely claim that gun ownership is a "God given right".

Every other civilized country in the world would consider this list minimal at best and would point to their low gun death statistics in support.

(signatures)