

CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

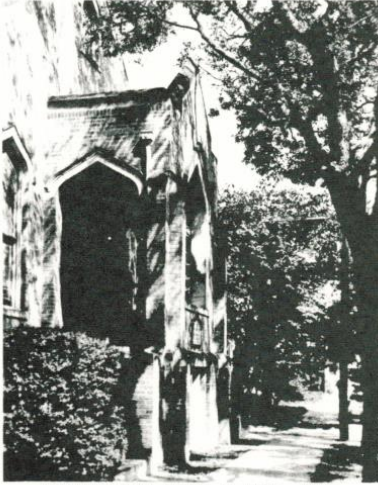
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# 2014

# Annual Report

Congregational Church  
Of Austin

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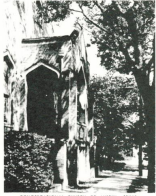
CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

# 2014 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 25, 2015

1. Invocation
2. Minutes
3. Proposal to change the By Laws
4. Trustees' Report on structural issues and Proposal.
5. Financial Secretary's Report

Treasurer

Report

Adoption of Budget

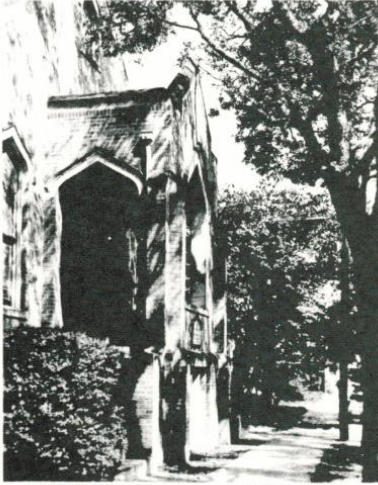
Nominating Committee

Report

Election of Officers, Boards, Representatives

8. New Business
9. Adjourn

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



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

# Annual Meeting Minutes

Congregational Church Of Austin, United Church of Christ

January 26, 2014

Meeting was called to order by Reuel Nash at 12:33 pm

Tom delivered the invocation

Minutes from the previous annual meeting were approved

No changes were made to the agenda

Proposed change to bylaws (full text of the constitution and bylaws with proposed changes follows the minutes)

Requirement for any changes to the bylaws is a quorum of 35% of members; with the current membership total at 132, the required quorum is 46 members. Count of members present was 44.

## Motion 1

John Goff presented a motion on behalf of the Coordinating Council to amend the proposed bylaws revisions as follows:

In the bylaws, article 6, section 1, the position of Member at Large should be reinstated. Barbara Burnham seconded the amendment.

Discussion: the reason to return the position of Member at Large is to allow the person holding that position to serve as an adjunct to the Moderator.

A voice vote passed the amendment unanimously.

## Motion 2

John Goff moved that we vote to allow the church to follow the bylaws changes as presented, including the amendment just passed, with the intent to vote on the changes at a future congregational meeting when the required quorum is present.

Second by Dennis Murphy

Discussion of motion with amendment: positions to be eliminated were reviewed with reasons given for their elimination. The creation of teams of volunteers to accomplish tasks was described

In order to actually accomplish the approval of the bylaws changes, it was suggested that there be a short congregational meeting on the first Sunday of each month until such time as a quorum is present and the vote can be accomplished.

Possible means of assuring the necessary quorum numbers were described.

The question was called by Dennis Murphy with a second by Nodie Murphy. Discussion ended by voice vote.

A voice vote carried the motion to function under the amended bylaws changes until a congregational meeting with quorum is held.

## Trustee's report

As previously reported to the congregation, a structural engineer has questioned the integrity of the sanctuary building. The trustees have outlined a three stage response to the Situation.

*continued from page 4*

Stage 1: get more info. We only have an informal oral report from one engineer. The church needs to get a level A report which should be in depth and in writing. The congregation needs to have a particular group of people beyond trustees to take on the task of getting this report.

Stage 2: once the information is complete, options should be explored. Again, a particular group of people need to be involved.

Stage 3: implementation of a plan. Again, a specific group of people needs to be designated to facilitate this stage. The trustees will keep the congregation informed as more information becomes available

As a point of clarity, it was noted that the congregation owns this property which has no mortgage.

### **Financial secretary's report**

The church ended 2013 with sufficient income to meet the approved 2013 budget.

### **Treasurer's report**

End of year report is very positive. Four points:

1. We had enough income to exceed our expenditures for the year.
2. Our investment portfolio has grown well.
3. We had an anonymous donation of \$50,000 at end of the year. We're working on ideas about how to make use of these funds
4. We have over \$200,000 in assets.

For the 2014 budget, employee wage increase by 2% with more for musicians.

The estimated expenses include expected increases in utilities, etc.

The total increase in the budget is 2.6%

Motion:

Dave Ross makes a motion on behalf of the trustees to adopt the budget.

Discussion: the question was asked if we can expect to afford this 2.6% increase in spending. The trustees feel comfortable with the budget and the increase particularly since we have some money in the general fund which could cover a reasonable shortfall

Motion was passed unanimously by a voice vote.

Dave Ross is retiring as treasurer after having served in the position for many years. Gail Christeson will take over the job using new accounting software.

Dennis Murphy moves a special note of thanks to Dave for his work. Second by Nodie Murphy with further discussion by way of a special tune for Dave Ross

### **Nominating committee**

Jen Howicz moved to accept the slate put forward by the nominating committee.

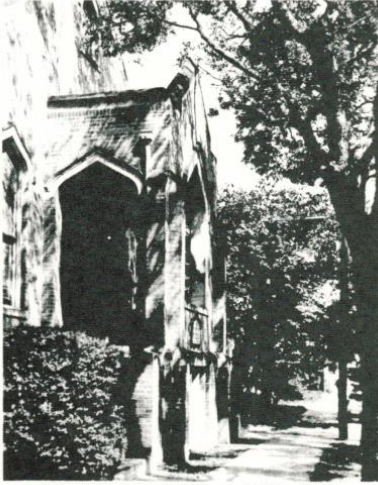
Discussion: Babara Burnham, nominated for position of moderator, described the intended role she and Bill Beardall as nominated member at large would each play.

The slate of nominations passed unanimously by voice vote.

### **New business**

Reuel Nash spoke to needs of the youth group which currently meets with 2 other areas churches, University Baptist and University Christian. In previous years the youth group has done "youth Sunday" at each participating church. An item for consideration is whether we could agree to worship together with the other two congregations on Youth Sunday.

This plan would allow all members of the congregations to see the youth while not asking the youth to re-do their service three separate times. The suggestion is that one Sunday in April or May we would meet not at our building but at one of the other churches. This would require we post signs and/or have volunteers at the church that day to re-direct anyone coming to worship. Parking should not be an issue since the other two churches have parking available. It was noted that youth Sunday should foremost be about the youth group, not congregational concerns.



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### **Adjourn**

Pat Oakes moved to adjourn which was seconded by many and the meeting ended at 1:17 pm, after a verse of "Blessed be the Ties that Binds."



# Meeting Minutes

Congregational Church Of Austin, United Church of Christ

Congregational Meeting  
September 21, 2014

Bill Beardall called the meeting to order at 12:04 p.m.

On behalf of the nominating committee, Sharon Brown put forth two nominations.

First, Debbie Korht was nominated to fill an open position on the Board of Deacons. The nomination passed by unanimous vote.

Second, Van Herd was nominated to fill the position of Co-coordinator of Christian Education, replacing Martin Garrison. The nomination passed by unanimous vote.

Coordinating Council put forth the recommendation that Van Herd be approved to fill the newly created position of Minister of Adult Education, a position to be shared among the Congregational Church of Austin, University Baptist Church and University Christian Church.

Discussion:

Dave Ross asked about our financial commitment for the position. The response was that the financial commitment is \$900 a year to be divided among the three churches; our yearly commitment is \$300.

Since the position is to be shared among three congregations, Greg Futch asked how the time will be divided. The response was that since this is a new position, the division of time is expected to evolve organically. As the position develops this will become more clear.

A question was raised about whether the other two congregations had voted on the position or completed their own processes relating to the establishment of the position. The response from Liz Nash was that those congregations are proceeding as though the position will occur although their processes may not be completed at this time. Our church is completing our process by today's vote.

It was established that Van Herd is a member of the congregation.

Dennis Murphy moved to call the question and this was seconded and unanimously passed. The position was approved by unanimous vote

Pat Oakes moved to adjourn; seconded and approved. Meeting adjourned at 12:12 p.m.

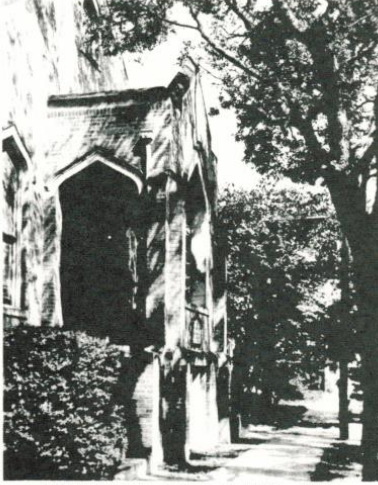


# Nominating Committee Report

Congregational Church Of Austin, United Church of Christ

| Position  | 2017                    | 2016                   | 2015             |
|---|-------------------------|------------------------|------------------|
| <b>THREE YEAR TERMS</b>   |                         |                        |                  |
| Moderator   |                         | Barbara Burnham        |                  |
| Clerk   |                         | Betty Bodman           |                  |
| Board of Trustees   | <i>Don Brown</i>        | <i>Beth Gleason(p)</i> | Whit Bodman      |
|   |                         | Lynne Lemley           | Bill Campbell    |
| Board of Deacons  | <i>Jason Parkhill</i>   | Sarah Darter           | Jaime Hadley     |
|   | <i>Debby Kohrt</i>      | Janet Parsons          | Ruth Koenig      |
| Outreach Coordinators   | Reuel Nash              |                        |                  |
|   | <i>John Goff</i>        |                        |                  |
| Nominating Committee  | <i>Cecile Adams</i>     | Reuel Nash             | <i>Sara Ross</i> |
| <b>ONE YEAR TERMS</b>   |                         |                        |                  |
| Treasurer   | Gail Christeson         |                        |                  |
| Financial Secretary   | Pam Tucker              |                        |                  |
| Crd Cncl Mem at large   | Bill Beardall           |                        |                  |
| Christian Education Coordinator   | Rachel Dietz            |                        |                  |
| Youth Sunday School Coordinator   | <i>John Burlinson</i>   |                        |                  |
| Historian   | Pat Oaks (with Mel)     |                        |                  |
| University Area Partners  | Victoria Le             |                        |                  |
| Delegate SSC  | <i>Kristen Parkhill</i> |                        |                  |
| <b>ONE YEAR TERMS (with external terms of two or more years length)</b> |                         |                        |                  |
| Delegate, Brazos  | Sara Ross               |                        |                  |
| Delegate Micah 6  | <i>Whit Bodman</i>      |                        |                  |
| (p) Individuals serving a partial term                                  |                         |                        |                  |
| <i>Italics indicate new or reappointed positions</i>                    |                         |                        |                  |

Respectfully submitted,  
 CCA Nominating Committee  
 Sharon Brown and Reuel Nash



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

# Pastor Report

Congregational Church Of Austin, United Church of Christ

In 2014, my ministry consisted of the usual things I do, which include preparing and leading worship, meeting with people to discuss spiritual or other personal issues, visiting with people in the hospital, working with various justice-advocacy groups, and addressing the on-going homelessness issue.

I'll briefly highlight a few things that stand out for me: our ministry to the homeless, our Discipleship Group, and our Green Team.

In the 2013-2014 winter season, Dennis Murphy took over the coordinating responsibilities for our Freeze Night Shelter ministry. He took on that responsibility once again for the 2014-2015 season. Until Dennis took on that task, I was chiefly responsible for coordinating Freeze Night Shelter. Dennis has taken that job to a whole new level. I am profoundly thankful for Dennis' work, as this ministry is so central to our church's calling and identity. I'm also thankful for every Freeze Night Shelter minister/volunteer in our church. Our response to homelessness on our corner (and property) continues to be a challenge, and will no doubt be a challenge throughout 2015. In that vein, I'd also like to thank Liz Nash, who has worked diligently to strengthen the relationship between our church and the Micah 6 homeless ministry team. I'll also lift up Reuel Nash, who along with Liz, coordinated our Christmas Open Door Dinner. Finally, thanks to John Goff, coordinator of Front Porch Lunch, to all the Front Porch Lunch servers, and to Kathy Whatley who does a lot of the shopping and preparatory work.

In 2014, our Discipleship Group came together in a far more intimate manner. We had some deeply profound moments together, as people shared very personal joys and concerns, spiritual experiences and insights, new steps along their path and resistance to their calling. We were blessed with new people who became regular participants and enriched our time together. The Discipleship Group allows for a far deeper sharing of our lives than does our worship service and fellowship hour, and I thank those who participate in such an honest, open, and caring manner.

In 2014, our Green Team became more active, thanks to Sarah Darter's passion and organizing skills. Sarah also took on a leadership role with the Faith and Energy Action Team (an Austin-wide group helping faith communities address climate change). Our Green Team offered a series of workshops at the South Central Conference Annual Meeting, as well as several after-worship forums for our church. Most significantly, the Green Team worked with our Board of Trustees to begin making our church building more energy efficient.

I could mention many other things that stand out as profound, important, joyful, or sad. Bill Beardall's forum on the Central American children crossing our border. The decision to join with University Christian Church and University Baptist Church to hire Rev. Dr. Van Herd as our adult education minister, and to participate with those churches in the Labyrinth Student Ministry. The deaths and memorial services for Eleanor and Rev. John Towery, Lolita and Jesse Binford, Roger Lytle, and Isabel Cole. The outpouring of support after Robin had her cycling accident. Lifeworks Sunday, and saying goodbye to Will Hancock. Welcoming our new staff, Amy Rivera and Tiffany Garland. And on and on.

I'll end by thanking everyone who serves on a Board, Committee, or Team, and in particular, the Chairs or Coordinators. Serving in this capacity takes a great deal of time and energy. I want you to know that I recognize and appreciate your commitment to the church. The same sentiment goes to Nodie Murphy, the Choir,

*continued from page 9*

I'll end by thanking everyone who serves on a Board, Committee, or Team, and in particular, the Chairs or Coordinators. Serving in this capacity takes a great deal of time and energy. I want you to know that I recognize and appreciate your commitment to the church. The same sentiment goes to Nodie Murphy, the Choir, and the Trio. It also goes to Gail Christeson (Treasurer) and Pam Tucker (Financial Secretary). And to those of you who, week after week, keep the wheels of the church turning by doing those things that just need to get done. For example, making coffee and setting the Fellowship Table on Sunday mornings (Pat Oakes, Ruth Koenig, Lynne Lemley, and the Deacons). Those of you I can call whenever some special fellowship event is being planned (Pat again). Or when a special cake is needed (Pat again and again). Those of you who show up late at night in the pouring rain to see if our basement is flooding. Those of you who mop it out when it does. Those of you who offer people in need your own money and a ride to the bus station when they show up at church on Sunday morning. Those of you who give rides to church members who need a ride. Those of you who serve as the Nursery Assistant. Those of you who offer your homes for meetings, fundraisers, dinners. And on and on.

Blessed by God, let us be a blessing to our neighborhood, city, nation, and world in 2015.

Respectfully submitted,  
Tom VandeStadt  
Pastor



# Financial Secretary Report

Congregational Church Of Austin, United Church of Christ

|                | <u>2009</u>    | <u>2010</u>    | <u>2011</u>    | <u>2012</u>    | <u>2013</u>    | <u>2014</u>    | <u>2015 Est</u> |
|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-----------------|
| <b>PLEDGES</b> | <b>171,300</b> | <b>166,161</b> | <b>175,964</b> | <b>175,850</b> | <b>173,890</b> | <b>173,040</b> | <b>153,350</b>  |

**Please note that we are significantly BEHIND our pledged amount for 2015.**

## IN-FLOWS

| General Fund:              | <u>2009</u>      | <u>2010</u>    | <u>2011</u>    | <u>2012</u>    | <u>2013</u>    | <u>2014</u>    | <u>2015 Est</u> |
|----------------------------|------------------|----------------|----------------|----------------|----------------|----------------|-----------------|
| Income from pledges        | 182,435*         | 186,356*       | 181,161*       | 179,968        | 182,021        | 177,755        | 153,350         |
| Special anonymous donation |                  |                |                |                | 50,000         |                |                 |
| Non-pledged income         | 21,141           | 21,817         | 24,663         | 22,172         | 21,387         | 16,296         | 20,000          |
| Loose plate                | 2391             | 2856           | 3301           | 2951           | 2206           | 2832           | 2500            |
| Rental income to budget    | 19,220           | 20,100         | 21,400         | 22,600         | 22350          | 26,650         | 24,600          |
| Misc                       | 2984             | 3438           | 1991           | 2129           | 4585           | 2980           | 2500            |
| <b>TOTAL TO BUDGET</b>     | <b>\$228,171</b> | <b>234,567</b> | <b>232,516</b> | <b>229,820</b> | <b>282,549</b> | <b>235,934</b> | <b>202,950</b>  |

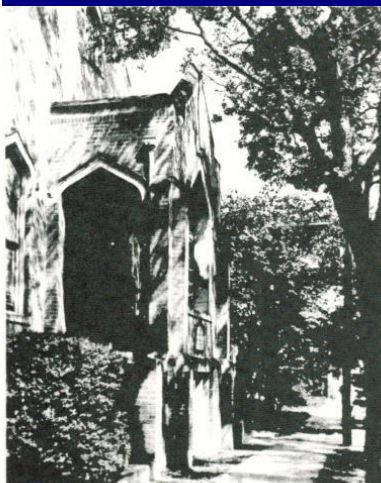
\*includes pre-paid pledges paid in prior year

## Other Income

|                       |                   |                |                |                |                |                 |  |
|-----------------------|-------------------|----------------|----------------|----------------|----------------|-----------------|--|
| Rent                  | 22,200            | 20,600         | 16,850         | 13,625         |                |                 |  |
| 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     | 0                 | 0              | 0              | 2240           |                |                 |  |
| Misc                  | 170               | 220            | 4542           | 3171           |                |                 |  |
| <b>Neighbors</b>      | 471               | 230            | 0              | 338            |                |                 |  |
| Care Team             | 0                 | 1290           | 0              | 0              |                |                 |  |
| <b>Christmas Fund</b> | 871               | 770            | 215            | 296            |                |                 |  |
| <b>One Great Hour</b> | 780               | 1257           | 375            | 1230           |                |                 |  |
| Palestinian Child     | 482               | 0              | 730            | 0              |                |                 |  |
| <b>Strengthen</b>     | 317               | 695            | 87             | 600            |                |                 |  |
| Micah 6               | 841               | 590            | 92             | 125            |                |                 |  |
| Misc                  | 455               | 1550           | 455            | 195            |                |                 |  |
| <b>TOTAL</b>          | <b>\$ 33,052</b>  | <b>36,179</b>  | <b>29,947</b>  | <b>27,621</b>  | <b>15,778</b>  | <b>36,467**</b> |  |
| <b>TOTAL IN-FLOWS</b> | <b>\$ 261,224</b> | <b>270,746</b> | <b>262,463</b> | <b>257,441</b> | <b>298,327</b> | <b>272,401</b>  |  |

\*\* includes Isabel Cole Endowment and high memorial donations

Respectfully submitted,  
Pam Tucker  
Financial Secretary



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

# Clerk's Report

Congregational Church Of Austin, United Church of Christ

**Total membership, January 1, 2014**  
**132**

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

**Total additions 2014:**  
**+1**

Losses from membership by death:  
-4

- Lolita Binford
- Jesse Binford
- Eleanor Towery
- John Towery

Moved to Friend Status per Deacons  
-31

- |                  |                      |
|------------------|----------------------|
| Andrew Barrett   | Mary Masters         |
| Carol Barrett    | Danny Masters        |
| Craig Barrett    | Rickey Masters       |
| Linda Berard     | Lindsey Masters      |
| Lincoln Binford  | Randal Sarosdy       |
| Nancy Binford    | Elliot Scott         |
| Diane Borrero    | Felicia Scott        |
| Conrad Deisler   | Savanna Sharpe       |
| Julia Deisler    | Megan Snell          |
| Lois Drachenberg | Rev. Michel Sparkman |
| Elizabeth Freese | Talley Summerlin     |
| Graylin Grissett | Chesley Towery       |
| Tanya Isenberg   | Margaret Towery      |
| Dan Jeffrey      | Comfort Tyson        |
| Lisa Kirch       | Lillie Kate Webb     |
| Brent Malkus     | Jeri Winter          |

**Total losses:**  
**36**

**Total membership December 31, 2014**  
**97**

Total members living outside 100 miles of the church: 12

Funerals:

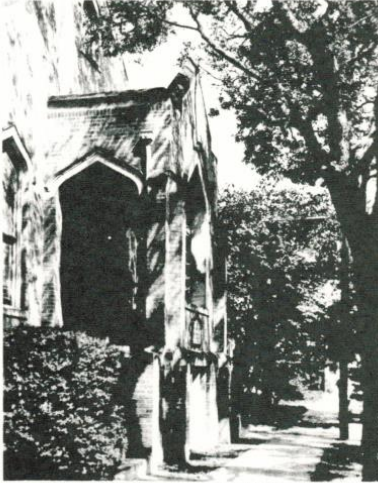
- Lolita Binford
- Jesse Binford
- Eleanor Towery
- John Towery
- Isabel Cole

Baptisms:

- Zach Lytle
- Roger Lytle

Marriages: none

Respectfully submitted,  
Betty Bodman  
Clerk



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

# Treasurer Report and Budget Proposal

Congregational Church Of Austin, United Church of Christ

Treasurer/account changes for the past year:

- Accounting and payroll software (QuickBooks Pro).
- Direct deposit.
- IRS E-filing.
- Paperless billing and online bill pay where possible.

Other comments:

- \$600/month of Lifeworks rent is transferred monthly to the Capital Fund.
- \$25/month of Equal Exchange income supports the Palestinian Child program.
- Our \$1250 community investment note has been donated to the Calvert Foundation to economically empower communities worldwide.

The church has a checking account and investments with the United Church Funds (UCF). UCF invests in socially responsible stocks and bonds; our gains for the year from the UCF funds totaled \$8,975.

## Assets (12/31/2014)

|                  |                  |
|------------------|------------------|
| Checking Account | \$25,651         |
| UCF Funds        | <u>\$207,962</u> |
| Total            | \$233,613        |

## Liabilities (12/31/2014)

|                            |                |
|----------------------------|----------------|
| Lifeworks Security Deposit | \$2,100        |
| Payroll Liabilities (IRS)  | <u>\$1,610</u> |
| Total                      | \$3,710        |

## Fund Totals

| Account                 | Dec 31, 2014     | Dec 31, 2013     | Change         |
|-------------------------|------------------|------------------|----------------|
| General Fund            | \$52,359         | \$48,293         | \$4,066        |
| McNeely Fund            | \$46,376         | \$44,413         | \$1,963        |
| Special Donation        | \$44,744         | \$51,054         | -\$6,310       |
| Capital Fund            | \$36,960         | \$33,483         | \$3,477        |
| Memorial Fund           | \$15,813         | \$12,418         | \$3,395        |
| Centennial Fund         | \$13,925         | \$13,268         | \$657          |
| Isabelle Cole Endowment | \$10,000         | \$0              | \$10,000       |
| Sabbatical Fund         | \$6,050          | \$4,816          | \$1,234        |
| Miscellaneous Totals    | \$7,386          | \$12,345         | -\$4,959       |
| Reserve (Gracepoint)    | \$0              | \$15,473         | -\$15,473      |
| <b>Total</b>            | <b>\$233,613</b> | <b>\$235,563</b> | <b>-\$1950</b> |

## Detailed Account Listing

|                                  |                |
|----------------------------------|----------------|
| <b>Checking Account</b>          | <b>25,651</b>  |
| General Fund                     | 23,482         |
| Equal Exchange                   | 86             |
| El Salvador                      | 1,562          |
| Bibles and Hymnals               | 81             |
| Sleeping Bag Ministry            | 440            |
| <b>UCF Total Equity</b>          | <b>62,573</b>  |
| Capital Fund                     | 6,197          |
| Isabelle Cole Endowment          | 10,000         |
| McNeely Fund                     | 46,376         |
| <b>UCF Moderate Balanced</b>     | <b>136,244</b> |
| General Fund                     | 21,465         |
| Centennial Fund                  | 13,925         |
| Capital Fund                     | 30,763         |
| Sabbatical Fund                  | 6,050          |
| Special Donation                 | 44,744         |
| Memorial Fund                    | 15,813         |
| Music Fund                       | 2,710          |
| Fine Arts Fund                   | 774            |
| <b>UCF Conservative Balanced</b> | <b>9,145</b>   |
| General Fund                     | 7,412          |
| Deacons Emergency Fund           | 1,404          |
| Deacons Remembrance Fund         | 329            |

## 2014 Budget vs. Expenses and 2015 Budget Proposal

Expenses for 2014 were \$4385 (98%) under budget. The Local Budget is administered through the General Fund, which had a balance on December 31, 2014 of \$52,359. Making use of input from the Coordinating Council, Board of Deacons, and Outreach and Christian Education Teams, the Trustees offer the 2015 budget proposal. 3% salary increases are offered to all long-term employees. Our healthy reserve fund allows us to feel comfortable with this budget proposal.

| Item   | 2014 Budget | 2014 Actual | Difference | 2015 Request | Change | % Change |
|--|-------------|-------------|------------|--------------|--------|----------|
| <b>Pastoral Leadership</b>                   |             |             |            |              |        |          |
| Pastor Salary                                | 60,221      | 60,221      | 0          |              |        |          |
| Pastoral Housing Allowance                   | 25,000      | 25,000      | 0          |              |        |          |
| Pastoral Annuity                             | 11,931      | 11,991      | 60         |              |        |          |
| Pastoral Family Insurance                    | 1,278       | 1,285       | 6          |              |        |          |
| Pastoral Continuing Education                | 500         | 500         | 0          |              |        |          |
| Pastoral Travel Expenses                     | 1,260       | 1,260       | 0          |              |        |          |
| <b>Pastoral Leadership Subtotal</b>          | 100,190     | 100,256     | 66         | 103,196      | 3,006  | 3%       |
| <b>Cooperative Responsibilities</b>          |             |             |            |              |        |          |
| Our Church's Wider Mission                   | 14,500      | 14,600      | 100        | 14,500       | 0      | 0%       |
| Micah 6                                      | 3,000       | 3,000       | 0          | 3,300        | 300    | 10%      |
| Ministry to Homeless                         | 2,200       | 2,501       | 301        | 2,200        | 0      | 0%       |
| Austin Interfaith                            | 2,100       | 2,100       | 0          | 2,100        | 0      | 0%       |
| Back Bay Mission                             | 1,100       | 1,100       | 0          | 1,100        | 0      | 0%       |
| Labyrinth                                    |             |             |            | 1,000        | 1,000  | NEW      |
| Brazos Association Dues*                     | 660         | 655         | -5         | 485          | -175   | -27%*    |
| Interfaith Action of Central TX              | 600         | 600         | 0          | 600          | 0      | 0%       |
| Interfaith Environmental Net.                | 600         | 600         | 0          | 600          | 0      | 0%       |
| Regional Seminary Support                    | 500         | 500         | 0          | 500          | 0      | 0%       |
| Huston-Tillotson University                  | 500         | 500         | 0          | 500          | 0      | 0%       |
| Green Team                                   | 500         | 535         | 35         | 500          | 0      | 0%       |
| Equal Justice Center                         | 500         | 500         | 0          | 500          | 0      | 0%       |
| Religious Coalition Homeless*                | 467         | 472         | 5          | 497          | 30     | 6%*      |
| UCC LGBT Coalition                           | 200         | 200         | 0          | 200          | 0      | 0%       |
| Slumber Falls Camp                           | 200         | 200         | 0          | 200          | 0      | 0%       |
| Texas Impact                                 | 100         | 100         | 0          | 100          | 0      | 0%       |
| National Council of Churches                 | 100         | 100         | 0          | 100          | 0      | 0%       |
| World Council of Churches*                   | 100         | 0           | -100       | 0            | -100   | -100%*   |
| Texas Conf of Churches*                      | 30          | 0           | -30        | 0            | -30    | -100%*   |
| <b>Cooperative Responsibilities Subtotal</b> | 27,957      | 28,263      | 306        | 28,982       | 1,025  | 4%       |

| Item                                  | 2014 Budget | 2014 Actual | Difference | 2015 Request | Change | % Change |
|---------------------------------------|-------------|-------------|------------|--------------|--------|----------|
| <b>Local Church Programs</b>          |             |             |            |              |        |          |
| Office Manager Salary                 | 16,951      | 16,951      | 0          | 17,460       | 509    | 3%       |
| Custodian Salary*                     | 16,320      | 16,008      | -312       | 16,488       | 168    | 1%*      |
| Musician Salaries                     | 13,079      | 13,476      | 397        | 13,471       | 392    | 3%       |
| Choral Director Salary                | 7,691       | 7,691       | 0          | 7,922        | 231    | 3%       |
| Sunday School Teacher Salary          | 5,500       | 5,518       | 18         | 5,500        | 0      | 0%       |
| Nursery Attendant Salary              | 2,800       | 1,526       | -1,274     | 2,800        | 0      | 0%       |
| Payroll Expenses (FICA etc)           | 4,702       | 4,544       | -158       | 4,833        | 131    | 3%       |
| Sabbatical Fund                       | 1,020       | 1,020       | 0          | 1020         | 0      | 0%       |
| Workers Compensation                  | 1,709       | 2,227       | 518        | 1,709        | 0      | 0%       |
| Choral Director Continuing Ed         | 1,000       | 411         | -589       | 1,000        | 0      | 0%       |
| Speaker Stipends                      | 900         | 850         | -50        | 1,050        | 150    | 17%      |
| Pastors Discretionary Fund            | 800         | 163         | -637       | 800          | 0      | 0%       |
| Youth Teacher                         | 500         | 0           | -500       | 500          | 0      | 0%       |
| Adult Education Coordinator           |             |             |            | 300          | 300    | NEW      |
| Mileage                               | 230         | 321         | 91         | 325          | 95     | 41%      |
| Parking                               | 3,600       | 3,600       | 0          | 3,600        | 0      | 0%       |
| Christian Education                   | 1,500       | 1,013       | -487       | 1,500        | 0      | 0%       |
| Deacons Discretionary                 | 1,000       | 623         | -377       | 1,200        | 200    | 20%      |
| Membership Outreach*                  | 200         | 178         | -22        | 0            | -200   | -100%*   |
| UCC Meeting                           | 700         | 885         | 185        | 700          | 0      | 0%       |
| Fun and Fellowship                    | 650         | 563         | -87        | 650          | 0      | 0%       |
| Music for Worship                     | 500         | 404         | -96        | 500          | 0      | 0%       |
| Archives                              | 100         | 0           | -100       | 0            | -100   | -100%    |
| Safety Policy Implementation          | 50          | 44          | -6         | 50           | 0      | 0%       |
| Utilities*                            |             |             |            | 14,010       | -360   | -3%      |
| Electricity and Water                 | 11,000      | 10,674      | -326       |              |        |          |
| Phone and Internet                    | 2,600       | 2,545       | -55        |              |        |          |
| Gas                                   | 770         | 772         | 2          |              |        |          |
| Insurance                             | 10,044      | 9,795       | -249       | 9,046        | -998   | -10%     |
| Property Maintenance                  | 6,500       | 4,966       | -1,534     | 6,000        | -500   | -8%      |
| Supplies                              | 2,000       | 2,802       | 802        | 2,950        | 950    | 48%      |
| Postage*                              | 100         | 146         | 46         | 0            | -100   | -100%*   |
| Accounting Expenses                   | 650         | 692         | 42         | 600          | -50    | -8%      |
| <b>Local Church Programs Subtotal</b> | 115,166     | 110,409     | -4,830     | 115,984      | 818    | 1%       |
| <b>Total Budget</b>                   | 243,313     | 238,928     | -4,385     | 248,162      | 4,849  | 2%       |

## Budget Proposal Notes

Brazos Association Dues are \$5/member for 97 members  
 Religious Coalition for the Homeless is paid in lieu of the city drainage fee; rate set by city  
 World Council of Churches: cannot pay online as an organization  
 Texas Conference of Churches: disbanded  
 Custodian has a 3% salary increase; number of hours based on 2014 actual worked  
 Merge all Utilities into single budget item  
 Merge Deacons Discretionary and Membership Outreach  
 Move Postage expenses into Supplies

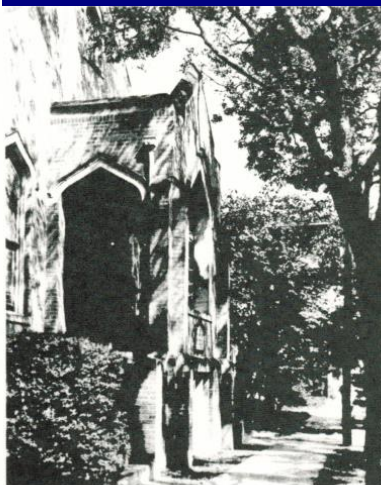
## 2014 Major Non-Budget Expenditures

| Expenditures                      | Amount   | Fund                             |
|-----------------------------------|----------|----------------------------------|
| Building and grounds repairs      | \$19,713 | Capital/Reserve/Special Donation |
| Furniture and office improvements | \$4,723  | Capital/Reserve                  |
| A/V System                        | \$3,371  | Capital/Memorial                 |
| Energy efficiency                 | \$3,002  | Capital/Reserve/Special Donation |

## 2014 Pass-through Items. From designated giving and offerings

| Organization/Offering        | Amount | Comment                |
|------------------------------|--------|------------------------|
| AGE Wheelchair Fund          | \$119  |                        |
| Bread for the World          | \$140  |                        |
| Christmas Fund               | \$697  | UCC Offering           |
| El Salvador Program          | \$3995 | Includes \$45 Wire Fee |
| Equal Justice Center         | \$1026 |                        |
| Neighbors in Need            | \$365  | UCC Offering           |
| One Great Hour of Sharing    | \$620  | UCC Offering           |
| RAICES (Refugee Children)    | \$472  |                        |
| Refugee Children Art Project | \$320  |                        |
| Sleeping Bag Ministry        | \$1900 |                        |
| Strengthen the Church        | \$175  | UCC Offering           |
| Youth Mission Trip           | \$278  |                        |

Respectfully submitted,  
 Gail Christeson  
 Treasurer



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

# Board of Deacons Report

Congregational Church Of Austin, United Church of Christ

## 2014... New Members, New Ideas

We were so blessed in 2014 to be back to our full complement of six Deacons for the year. Janet Parsons, Sarah Darter and Jason Parkhill joined us at the beginning of 2014, and Debby Kohrt agreed to fill an open position left by Dennis Murphy mid-way through the year. For these four relatively new members of the church, Deacons is the first leadership role they have taken on since joining the congregation.

We spent the beginning of the year finishing up our In-Care support of Martin Garrison, who appeared for his Ecclesiastical Council at the Brazos Association meeting in the spring of 2014. We hosted his ordination service at our church not long after, and we wished Martin well as he left us to accept a pastoral call at St Peter's Church of Coupland, Texas.

In worship related matters, we spent the Lenten Season in 2014 without the tapestry at the front of the Sanctuary, replacing it during that time with a wooden Cross draped in Lenten colors. We also supported the program Tom presented for a few Sundays focused on our use of the Lord's Prayer. Feedback from the Congregation led us to implement a new program of using alternative versions of the Lord's Prayer on the first Sunday of each month beginning in January 2015.

On the Education front, we recognized several graduates this year, including: Emily Howicz from high school, and Beth Gleason and Bill Campbell from seminary. The Deacons also presented a new personalized bible to Harrison Tucker who completed third grade in 2014.

The only new member that the Deacons welcomed in 2014 was Katie Lemley who completed her Confirmation process and joined the church. In December we did host a very well attended orientation session for prospective new members, and one of those attendees, Loren Stell, did join the church in January 2015.

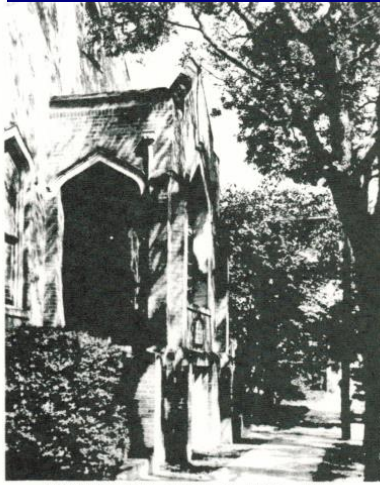
The Deacons continued to spend quite a bit of time this year on Fellowship Hour preparation and clean-up, and wish to thank other members who helped out often during the year, such as Pat Oaks, Betty Bodman, Nancy Edison, and Lynne Lemley, and many others. Fellowship after the service each week is an important part of our life as a community and a great way to get to know visitors and make them feel welcome. The Deacons are still eager for the congregation to sign up for Fellowship duty which is now as simple as setting out snacks and putting dirty cups in the dishwasher.

Unfortunately, your Deacons were called on to organize efforts to provide refreshments for several funerals in 2014, but we also organized special Fellowship time for happier occasions like Graduations, and bittersweet ones like Farewells. It was a particularly active year in this regard, and the Deacons again wish to thank everyone in the congregation for their willingness to supply food for these important occasions in the life of our church.

*continued from page 19*

We would like to express our appreciation for all those persons who provide leadership and service in support of our congregational life and ministry, particularly our Pastor, Rev. Tom VandeStadt; all the member of the Board of Deacons; our Music Director, Nodie Murphy; the musicians; Sunday School and Nursery Teachers and Youth Education Volunteers; Office Manager; Ushers; Nursery Assistant volunteers; and everyone who helps with Fellowship Hour. And a special thanks to Reuel Nash, who in addition to all the other tasks he volunteers for, took time to photograph all the members and friends of our church for a new Photo Directory.

Respectfully submitted,  
Jaime Hadley, Chair  
Board of Deacons



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

## Board of Trustees Report

Congregational Church Of Austin, United Church of Christ

The year 2014 was a busy one for the Trustees. We attended to serious issues concerning the health of our aging building, and experienced both advances and setbacks in what feels at times like a game of wits against wily trespassers in the exterior stairwell. But we also looked to the future as we work toward a new era of energy efficiency and lowering our carbon footprint.

The year began on a bit of a scary note, after receiving a report from a structural engineer that important parts of our building may be failing. Of particular concern were the disintegrating limestone blocks in the exterior walls and arches (our brick and stone work are all load-bearing) and sagging evident in the separation of the floors in both the sanctuary and Fellowship Hall from the walls. Fortunately, further investigation of the floors found that the joists were sound, with no evident failure at the “corbels” – the holes where the joists are held up by the walls. The sagging appears to have been caused by the compression of the joists over the years, which does not reduce their strength. Nevertheless, a second structural engineer told us that the unsupported span in Fellowship Hall was worrisome, and recommended a simple fix of extending the wall in the “cave” area beneath upward to provide support to the floor mid-beam. This was completed a few months ago. To address the stonework, we employed the same contractor who worked on the Centennial project, and have begun replacing some of the most deteriorated limestone blocks, including the archway over the sanctuary entrance, the adjacent windowsill, and two blocks along the alley-side wall. Fortunately, this is something that can be done on an incremental basis, so that we can attend to it over a long period of time. The bottom line is that the building is OK, but we also know that we cannot take it for granted anymore. It is an old building and requires constant attention.

Another issue of ongoing concern is trespassing into the exterior stairwell during off hours. Our old courtyard gate was very easy to break into, which forced us to padlock it during off hours. This, however, is a continuing safety hazard as it is possible for someone to get stuck in the stairwell if doors are locked and the gate is padlocked (and this did happen on occasion). We recently replaced the gate, and it now seems impervious to efforts to break in. However, trespassers are now simply hoisting someone up and over the wall surrounding the stairwell, which allows someone to open the gate from the inside and let their buddies in. To address this issue, we will need to either increase the height of the wall or fully enclose the exterior stairwell.

The Trustees have worked closely with the Green Team to investigate the Austin Energy rebate program, which provides very generous rebates for houses of worship to improve their energy efficiency. This has led us firstly to retrofit every light bulb in the building with LED lighting, completed just a few weeks ago. The bulbs should last nearly 30 years, and rebates amounted to ~56% of the total cost. We expect to fully pay for the cost with reduced electricity bills in 3-4 years. We are also planning on greatly increasing our HVAC efficiency by rebuilding our ductwork (which also qualifies for Austin Energy rebates). Our first step was to contract our Centennial Project architect (Evan Taniguchi) to map out our existing (and very complex) HVAC system on CAD drawings. This was completed very recently. The next step will be to receive bids from HVAC engineering companies that participate in the rebate program.

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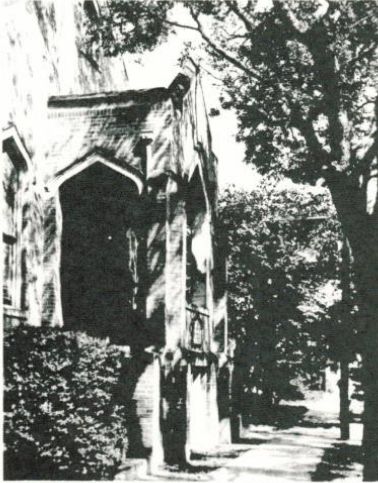
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We celebrate the completion of the new AV system, with Reuel Nash and Martin Garrison deserving the lion's share of credit for making that happen. We also completed (thanks to Jaime Hadley, Nodie Murphy, Sharon Brown and Rachel Dietz) the purchase of the comfy blue stackable chairs that we now use all over the church: choir loft, musicians, ushers, library, nursery and adult Sunday school room.

With John Moore's dogged investigation, we think we have a much better handle on the causes and possible remediation of basement flooding during heavy storms. This has been an issue for decades! Lifeworks has been very patient with us on this issue, but there is clear incentive on both our parts to try to figure this out and make it stop.

The financial health of our church continues to be very strong. Our income closely matched our budgeted expenses this year. Our general and capital funds are in excellent shape. We had many capital expenses this year, which we paid for mostly out of the reserve account (funds saved from rent by Gracepoint when they used our church). We have used a small amount from the \$50K anonymous donation that was given last year, but retain most of those funds for now in the expectation of doing something significant with them. Now that the building worries have largely abated, we think we can start to consider such things again.

Respectfully submitted,  
John Goff  
Chair, Trustees



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

# Christian Outreach Report

Congregational Church Of Austin, United Church of Christ

In 2013, the congregation voted to temporarily replace the Board of Christian Outreach with two outreach coordinators. Upon completion of the coordinators' term of service, the congregation will vote to determine whether this replacement will be permanent.

Outreach coordinators solicit assistance for project teams and Church committees and report progress/status of these groups to the Coordinating Council. Coordinators are not responsible for the teams or their projects, but are responsible for ensuring that the Coordinating Council is aware of the activities and that identified project or tasks are completed as expected. While coordinators met with the Visioning Committee to clarify duties, they are accountable to the Coordinating Council.

Coordinators are responsible for the following:

- Work with individual teams/project members to determine whether projects are ongoing or have a definite end-date.
- Assist project teams with recruiting members.
- Report project status to the Coordinating Council
- Review all project/tasks and confirm there are people responsible for them; find leaders for 'orphan' projects; advise Coordinating Council of an projects for which participants cannot be found (these may be terminated).
- Assist project teams in determining whether project is ongoing or has a definite end date.

In December 2013, the Vision Committee met to discuss defining and restructuring the role of the outreach coordinators. The group reviewed all teams that the coordinators currently work with to determine which are among the church's core groups and which no longer require involvement. The following were deemed core outreach ministries for 2014.

- Homeless ministry
- Green Team
- Micah 6
- Care Team

Austin Care Communities presented an outreach message in February, resulting in the organization of a second CCA Care Team.

The Green Team presented forums in March and October .

John Goff presented an outreach moment on Front Porch Lunch in April.

The El Salvador Mission sponsored a CCA Yard Sale in April.

Beth Gleason presented an outreach moment on support for the Palestinian school in May.

Norma Hawes of The Green Team established a new recycling effort at the church in July.

Bill Beardall arranged a civic academy in August to educate on the situation of Central American children at the southern border. Screenings of the documentary "Which Way Home?" supplemented the discussion in September.

Dennis Murphy presented an outreach moment on Freeze Night in November.

The Nash family organized the open door Christmas dinner in December.

In 2014, outreach coordinators focused on providing support for these groups and rais-

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In 2014, outreach coordinators focused on providing support for these groups and raising their level of visibility within the congregation. Coordinators were also tasked with reviewing whether there is still sufficient interest in Austin Interfaith and the Palestinian School to merit continued support in 2015. Based upon 2014 participation and AI's shift in focus to issues of particular interest to the congregation (homelessness, affordable housing, worker's rights and defense), the decision was made to continue association with the organization, although at a reduced monetary commitment in order to support other core ministry commitments such as Micah 6. The monthly donation of \$25 for the Palestinian Child Fund has historically not been a budgeted item, but was instead paid out of the Equal Exchange Account. There remains interest in maintaining a relationship with the school (as evidenced by interest in the outreach moment presented by Beth Gleason on May 25), but the expectation for 2015 is to use Equal Exchange funds for opportunistic expenses, such as sleeping bags for LifeWorks clients during the winter season. The Sunday School has expressed interest in exploring new ways to support a relationship with the Palestinian school, including a letter exchange. In previous years, fundraisers were held to meet the \$300 yearly commitment. This will be explored further in 2015.

Coordinators reviewed all items on the outreach budget in anticipation of 2015 pledges. Financial commitments were re-evaluated and adjusted (based upon direct participation and/or interest of congregation members) as follows:

Increase:

- Micah 6 (+10%)
- OWCM (+\$100)

No Change:

- Back Bay Mission
- Brazos Association Dues
- Green Team
- Equal Justice Center
- Ministry to homeless
- Slumber Falls Camp
- Texas Impact
- Texas Conference of Churches
- UCC LGBT Coalition

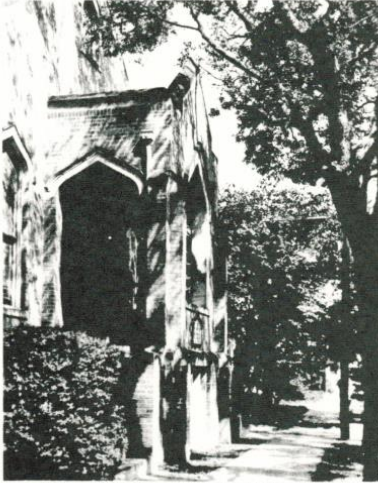
Reduce by x% if needed:

- Austin Interfaith (this may require some negotiation with AI)
- Austin Interfaith Environmental Network
- Huston-Tillotson University
- IACT
- National Council of Churches
- Regional Seminary Support
- World Council of Churches

Removed from budget:

- Calvert Fund – \$1250 principal in the account has been donated to Calvert to distribute as the organization chooses.
- Texas Conference of Churches – This conference has disbanded. \$30 line item removed.

Respectfully submitted by:  
Warinda Harris,  
Reuel Nash



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

# Moderator Report

Congregational Church Of Austin, United Church of Christ

The Coordinating Council has had two primary responsibilities this year. The first is our traditional role in facilitating communication and decision-making among our Boards and Teams. In particular, we have overseen the transition from Boards to Teams for the areas of Christian Education and Christian Outreach. For Outreach, whose Teams are delineated elsewhere in these reports, the Coordinating Council has advised the Co-Coordinator in matters brought to our attention. In addition, we have encouraged a sense of collaboration among the Teams, to develop a more cohesive group identity in Outreach. For Christian Education, we have assisted the Co-Coordinator in setting goals for hiring and staffing. We expect to continue in an advisory role to Christian Education and Christian Outreach while the transition to a Team structure continues.

The second focus has been assuming the Visioning process where the Visioning Committee left off. We have devoted most of our meetings to a “Big Topic,” either as requested or suggested by a Board or Team, or a topic arising from discussions in the Coordinating Council meetings. Our first endeavor, at the request of the Deacons, was to discuss the Lord’s Prayer and the possible use of inclusive language. The result was the series of three sermons offered by our Pastor on the history and background of the prayer, followed by three lively discussion sessions after worship. The Deacons subsequently proposed that an alternate Lord’s Prayer be recited once a month during our service.

Another subject, arising from discussions in the Coordinating Council, was the issue of undocumented child immigrants—their aspirations, struggles, and legal status. This discussion resulted in the Civic Academy on refugee children fleeing Central America, organized by Bill Beardall, on August 24, which was well attended, both by our members and attendees from the community. This was followed by two showings of a documentary film, “Which Way Home?,” as well as an organized letter-writing campaign to decision-makers.

The Coordinating Council also invited Rev. Amelia Fulbright, director of the Labyrinth, to tell us more about this ministry for college students. Subsequent to the presentation, the Coordinating Council evaluated whether the Church should be a supporter, and decided that we would be a sponsor, beginning in 2015. Longer-term topics included a revision of the Church’s website, as well as the future of our building over the next 20-30 years. Those subjects will be pursued in the coming year, as well as further Vision projects

We would like to thank all who have contributed to the many ministries of the Church, on Boards or Teams or in the many other areas of service you have provided. We are definitely a hands-on Church, working on diverse goals in a Christ-like manner. Thank you!

Respectfully submitted,  
Bill Beardall  
Barbara Burnham  
Co-Moderators