

CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

2017

Annual Report

Congregational Church
Of Austin



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

2017 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 28, 2018

1. Invocation

2. Minutes

3. Reports

Clerk

Pastor

Moderator

Trustees

Deacons

Christian Education

Outreach

4. Nominating Committee Report

Election of Officers, Boards, Representatives

5. Financial Secretary Report

6. Treasurer Report

Adoption of Budget

7. Discussion of Long-term Finances

8. Discussion of Possible New Red Hymnals

9. Other Business

10. Adjourn

Singing of Verse 1 of "Blessed Be the Tie".



Annual Meeting Minutes

Congregational Church Of Austin, United Church of Christ

January 29, 2017

Members in attendance – 44

Others in attendance – 2

Bill Beardall called the meeting to order at approximately 12:18pm.

Thanks were given to Barbara Burnham as for all her work as Moderator this year.

Tom Vandestadt gave an invocation.

John Goff made a motion which was seconded to approve last year's minutes as printed in the Annual Report. The motion passed without opposition.

The **Pastor's Report** was presented and there were no questions or discussion.

The **Financial Secretary's Report** was presented. Pam Tucker explained that there was an error at the top right of Page 20. The total projected income to budget is correct at \$247,038.00, but one or more of the 4 figures above that made up that total were incorrect.

Gail Christensen thanked everyone for contributions to the Endowment Fund, and a correction was noted to page 21, to change the spelling of Sara Oakes to Sarah Oakes.

The **Treasurers Report** was presented. Gail summarized that income for 2016 was approximately \$22,000.00 over expenses. A correction was noted to page 22. The Difference Line for 2016 should have been a +\$21,974.00 instead of a negative number.

The **2017 Budget Proposal** was presented. It includes a 3% increase to salaries. The Utilities line is down over 2016 due to better insulation. The new Office Manager budget item was difficult to guess. The current rate is \$18/hr, but a new person will need to be hired and some extra hours of consulting from a former Office Manager may be required for training. The Workers Compensation Insurance premiums have gone down recently. Pam made a motion to accept the 2017 Budget Proposal and it was seconded. Pam clarified that expected income was over \$247,000.00 while the proposed budget total was around \$241,000.00.

There was discussion as to whether to add back some items that were removed or reduced in previous years. Nodie Murphy called the question and the 2017

Budget was approved with no opposition.

John Goff made a motion that we request the Outreach coordinators come back later (around May) to put forth a motion to revise or reinstate or make alternate plans for some of the cooperative responsibilities budget items that were lowered or removed in previous years. The motion was seconded, and passed with no opposition.

Pam thanked Gail for the volunteering for the job with the largest number of hours, and Bill thanked Pam likewise.

The **Trustees Report** was presented. Don Brown thanked Victoria Li for developing a plan which could finally move us forward on Appel Room renovations. Don also thanked John Goff for his participation.

The **Nominating Committee Report** (the 2017 ballot of elected lay leaders) was presented. Jaime Hadley added the following corrections to the Report/Ballot:

Add John Moore as Trustee in the open position ending 2019

Add Whit Bodman as an Outreach Coordinator

Noted that both Outreach Coordinator positions should be only 1-year terms, so they should be shifted to the one-year section of the ballot

Approval of the Report, having been brought from a committee, did not require a motion, and the ballot as amended was approved with no opposition

John Goff, the newly elected Moderator, took over the meeting at this point and thanked Bill Beardall for his service.

The **Deacons Report was presented.** The following amendments were offered and approved:

We welcomed on 2 new members in 2016, not 4 – the Dierksens have not yet joined

Under losses, change Chuck Johnson to Chuck Jackson and add Suzanne Vanderpoel

NEW BUSINESS

Bill Beardall began a discussion of “What is our future together?” A new attempt at a Visioning Process is needed. There was discussion about different approaches, some were...

What is going on outside our windows here today

What resources does the UCC National Organization have available to help

Can we study what other churches are doing and learning today

We should delve into race relationships in our city and in our church

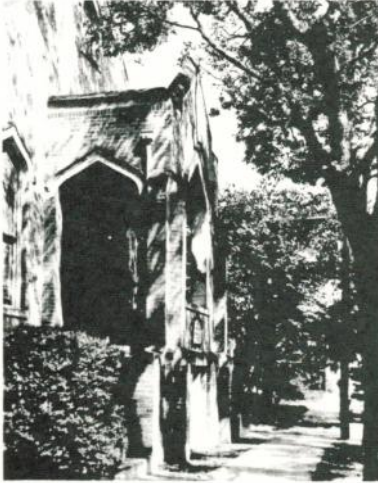
Partner Organizations can help make us more effective

We need to hear from younger folks – the future of our church

John Goff made a motion that the Coordinating Council be charged to form an ad hoc committee to make recommendations to the congregation for a new visioning process. The committee shall include members and input from the Board of Trustees, Board of Deacons, Outreach Coordinator, Christian Ed Coordinator, and additional at-large members of the congregation. The motion was seconded and approved with no opposition.

Pat made the motion to adjourn which was seconded and approved with no opposition.

The Congregation joined hands in a circle of humanity around the entire Sanctuary, and in unison sang the hymn “Blessed Be the Ties That Bind.”



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

Special Business Meeting Minutes

Congregational Church Of Austin, United Church of Christ

Members in attendance – 29

Others in attendance – 6

John Goff called the meeting to order between 12pm and 1pm

Rev. Tom Vandestadt gave an invocation

PASTOR SABBATICAL

Betty Bodman, on behalf of the Deacons, introduced the ad hoc committee which had been convened to plan for the pastor's next sabbatical. She also announced that the committee had asked Amelia Fullbright to act as interim pastor during Tom's sabbatical.

AUSTIN SANCTUARY NETWORK

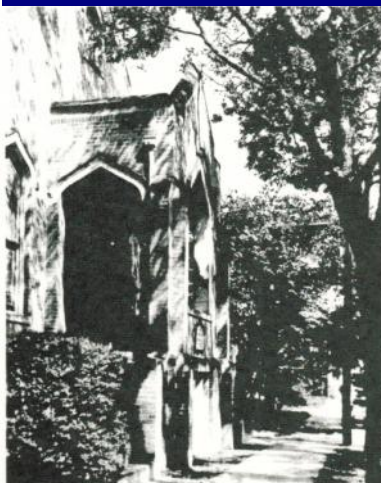
Whit Bodman spoke regarding the Austin Sanctuary Network. He gave an overview of the history, activities and structure of the organization.

If we were to join as an affiliate member we would need to send representatives to some of their meetings and recruit volunteers for some of the activities. There would be no expectation nor requirement for financial support. By contrast, joining as an Active Member would require attendance at all meetings and volunteers at all events. At least 3 representatives from CCA have already been attending meetings and events.

No one was able to identify any obvious risks with just becoming an affiliate member. Participation in any particular event might include some level of risk depending on the activity.

There is a lack of clarity regarding the decision-making input of an affiliate member. There is no published set of by-laws. Some concern was expressed by the congregation that if we join it might be possible to make changes in the organization without our input. Also, concern was expressed related to events that were poorly planned and something went wrong, and our church's name being associated with any bad press.

An explanation was offered that it is really more of a "network" than a structured organization. By its nature, it is a bit chaotic. Its main goals at this time are a group of efforts for immigration justice and against Texas HB-4. It is a conduit for recruiting volunteers to participate in these efforts, and just getting the word out about these topics to the population. We would really just be adding the name of Congregational Church of Austin, UCC, to lend some additional weight to the efforts of the network, and to make more public our church's stand on the general topic of immigration justice.



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

Clerk's Report

Congregational Church Of Austin, United Church of Christ

Membership Changes

99 Total Members January 1, 2017

+12 Total Increase 2017

+12 Received as Members by Confirmation, Affirmation of Faith, or Letter of Transfer

- Bryan Rutherford
- Shaela Rutherford
- Elizabeth Hawver
- Zachary Hawver
- Mallory Bayers
- Whitney N Bayers
- Darcy G Beresheim
- Keith C Beresheim
- Amelia K Fullbright
- Andrew W Dierksen
- Faye Katherine Dierksen
- Robert "Emmett" Donnelly

0 Returned to Active Status

-1 Total Decrease 2017

-1 Deaths

Dr. Joseph McMillan

0 Transfers Out

0 Moved to Inactive Status

109 Total Members December 31, 2017

19 Number Members living more than 100 miles from the church

91 Total "Local" Members

Celebrations & Memorials

EVENT	PARTICIPANT	OFFICIANT	LOCATION
Baptism	Atlas Hawver	Rev Tom Vandestadt	Congregational Church of Austin, UCC
Baptism	William Harris	Rev Tom Vandestadt	Congregational Church of Austin, UCC
Wedding	Pam Tucker & Allison Goodgame	Rev Jo Jensen	Congregational Church of Austin, UCC



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

Pastor Report

Congregational Church Of Austin, United Church of Christ

It flew by from January to May, didn't exist at all in the summer, and was a blur from September to January. That's how I experienced time in 2017. Pre-sabbatical. Sabbatical. Post-sabbatical.

Thanks to those of you who interviewed candidates and chose Amelia Fulbright to serve while I was away, and to all of you who made Amelia feel welcome, supported, and loved. And thanks, Amelia, for being a great colleague.

To everyone, thanks for my sabbatical. I lived outdoors, hiked mountains, watched stars, and slept in a tent, all in northern New Mexico. I meditated in a ponderosa pine forest, where I encountered a wise man who made me smile. I went to New York City with my wife and daughter for the sights, noise and crowds, for that New York City *feeling*, and had a fantastic time. I read books on meditation, embodied spirituality, and religious naturalism. I let the cyclist cycle all he wanted, and the writer write when he got an idea. It was great. Thanks!

I thought a lot about time and change this past year. The church I now serve isn't the church that called me sixteen years ago. It is, but it isn't. There's been continuity, but also turnover and change. Some changes are fluctuations and slow transformations. Boards, committees, and ministries function more or less effectively from year to year, and they evolve slowly over time. Other changes are real endings. People die, move, or stop coming. Ministries end. And other changes are real beginnings. New people come and stay. New leadership emerges. New ministries form. In the sixteen years I've been here, all of this has happened. In some ways, our church is so recognizable to me. In other ways, it isn't.

Take our ministry to the homeless. For years, I devoted lots of time and energy to the homeless in our neighborhood, as did many of you. Groups of homeless teens and young adults lived on and around our church property. They were there all the time, and were highly visible. We fed them, sheltered them, and provided other services to them. We publically defended their right to be in our neighborhood. When describing our church's location to people, they'd say, "O, *that* church, with the homeless kids." We were *that* church.

The West Campus neighborhood no longer tolerates homeless people living within it, or even visibly congregating for any length of time. We don't host Lifeworks Street Outreach any more, and we don't serve Front Porch Lunch and host Freeze Night Shelter. We no longer hold big meetings in our Fellowship Hall with City Council members, advocates, and neighborhood representatives to discuss the homeless "problem" in our neighborhood.

Street Youth Ministry operates in our church now, and their program is very good, but the reality of homelessness in our neighborhood has changed dramatically. For that matter, our neighborhood has changed dramatically. These changes lead me to think that the end of our homeless ministry *as it was* is a real ending. I don't think homeless people will be allowed to live in West Campus again, not with the new commercial development and the denser student population. We're no longer *that church*, and I don't anticipate being *that church* again.

This raises questions. Even with our homeless ministry *as it was* ending, is there any continuity in our homeless ministry? Can a new kind of homeless ministry begin? How about different kinds of ministry, focusing on different people and different issues? To what kind of ministry will we identify ourselves?

Time and change. Our homeless ministry is just one example of how our church has changed over time, and how it will continue changing in the years ahead. What other types of change can we anticipate? Our neighborhood is changing. Our city is changing. Our culture is changing. The mainline Protestant church is changing. Our church's demographics and finances are changing. Even change is changing, coming faster. To what do we need to pay very close attention, so we can effectively respond as it changes? Especially if it changes quickly. In just one year, our homeless ministry *as it was* ended, and we're suddenly confronted with redefining our mission.

This is why our vision process is so vitally important, and why your on-going participation is necessary. The Vision Process gives us the opportunity to reflect on what we want or need from our church, and what our church calls forth from us. It also enables us to identify things to which we need to pay close attention, things that could change our church, even dramatically over a short time.

Big thanks to those of you serving on our Vision Team, and to all of you who participated in the House Meetings, including the hosts, facilitators, and scribes. I decided not to participate in the House Meetings, thinking that would give you more freedom to speak your minds. The jury is still out on whether that was the right decision. Perhaps it would've been better for me to participate, perhaps it was better that I didn't. I've heard people argue both sides, and I'm of two minds on the subject myself.

The vision process turned out to be more challenging than anticipated, in no small part because different members of the Vision Team brought different ideas regarding the process we should adopt and the goals we should seek. The creative tension within the Team is on-going, and it has extended the time the vision process is taking. However, I think the dialogue over process and goals is a good one, and I'm hoping our church will continue to have a fruitful conversation about our vision in changing times.

Finally, thanks for allowing me to continue serving as your Pastor. God knows I'm not the best Pastor in the world, and I know it too. There's only one best, and I'm not it. But I do my best, and being your Pastor is making me a far better person. I love our church, I think about our church constantly, and I lose sleep over our church. I look forward to working closely with you, and being the church with you, in 2018.

I leave you with this blessing for our work:

May this work challenge you toward
New frontiers that will emerge
As you begin to approach them,
Calling forth from you the full force
And depth of your undiscovered gifts.

John O'Donohue

Respectfully submitted,

Tom Vanderstadt




CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

Moderator Report

Congregational Church Of Austin, United Church of Christ

With this report I would like to offer my own reflection on the visioning process, which we began with a vote at last year's Annual Meeting. To date, we have had two rounds of house meetings focusing on the spiritual life and mission of the church. As the ad hoc visioning committee continues to process the wealth of information provided by these discussions, we are also planning a third round of meetings (delayed from our original, overly-ambitious schedule) focused on the resources of the church, with an idea of looking forward a decade or more. Some discussion in that regard is also planned for this Annual Meeting. The responses to our "focus questions" from the first two house meetings fell into several recognizable themes. In the first round, we identified community, pastoral care, message, music and worship, and Christian education. In the second round, we identified mission cultivation (with subthemes of communication and recruitment), mission and community, and the individual ministries of the church (homelessness, undocumented immigrant advocacy, LGBTQ advocacy, Muslim Neighbors advocacy, and several others). A full report on the first two house meetings is in the works, but here I want to focus on two aspects of the responses that I personally found striking, and worthy of calling out as guiding principles as we look to the future: community and communication.

The church as a community in Christ was, by far, the most common theme among the responses; for many us, it is a key motivator for what attracted us to the church, why we joined, why we come on Sundays, and why we get involved in activities other than worship. Our community is expressed in many ways, but I think it is helpful to emphasize what I would call the "gateway" community experience – i.e., what a first-time visitor would experience upon entering the church. That begins, of course, with worship: the greeting, the music and singing, listening as a body to a reflection that speaks powerfully to us, shared Communion and, perhaps most importantly, Joys and Concerns. But no less important is the Fellowship hour following worship: the real chance to get to know people, or to catch up with people we already know. One comment in the notes struck me powerfully: "Fellowship hour is when we are most alive." Wow! And these "gateway" community experiences aren't just important for visitors; they are important for all of us, particularly those who, for busy schedules and/or long commutes, have difficulty attending the many available community-building activities outside of worship (i.e., adult Sunday school, discipleship group, book clubs, outreach activities, movies, concerts or other special events, etc. etc.). A strong desire was also expressed to expand and diversify our membership – more students, more people of color, more LGBTQ, more people of different socio-economic backgrounds. To do so, we must invite others into our community, and welcome them when they enter our sanctuary. So, as we look toward the future, making decisions intended to ensure the health and strength of the church for years to come, I urge us all to keep Christian community at the forefront of our thought processes.



The house meetings highlighted several areas where the church could do with some improvements (can't we all?), but to me the one where there is the most room for it is communication. In particular, we are not taking enough advantage, both during the worship service on line (web, email, social media), to inform members, friends and visitors of the various activities of the church and opportunities for wider involvement. I see this as both a short- and long-term goal: there are certainly things we can do right away, but in the long term we probably need a more systematic approach and better integration with the modern age of the internet.

Yours in Christ,

John Goff



Board of Trustees Report

Congregational Church Of Austin, United Church of Christ

The purpose of the Board of Trustees is “to provide for the care, custody, and growth of the Congregational Church of Austin,” and to be responsible for all legal, financial and related matters. The membership of the Board consists of the Pastor, Treasurer, Financial Secretary and six members elected from the Congregation.

Care of Facilities. In keeping with the recognition that our church’s stained glass windows are a historic treasure, action was taken to replace the frames of four windows that had suffered substantial damage and to repair 23 windows to delay further deterioration. Approximately \$10,000 was allocated to the repair project and \$ 4,800 to replace the four frames.

Thanks to a substantial financial gift to the church several years ago, Trustees decided to remodel the two restrooms in the Appel Room which is leased to Street Youth Ministry. One restroom has been completed and includes a shower. The second restroom will not have a shower and is expected to be completed in 2018.

As in past years, we can expect a steady need for funds to make necessary repairs to the building each year.

Stewardship. In an effort to enable a longer-range approach to stewardship, Trustees approved established a stewardship team to consist of Reuel Nash as chair with Whit Bodman, Pastor Tom and Pam Tucker. The team expects to have recommendations by mid-2018.

Signs. To better identify the location of the church, Trustees authorized preparation of a sign that will be located on the curved fence between San Antonio Street and 23d Street. The sign shows the Church’s name and address (408 West 23d Street).

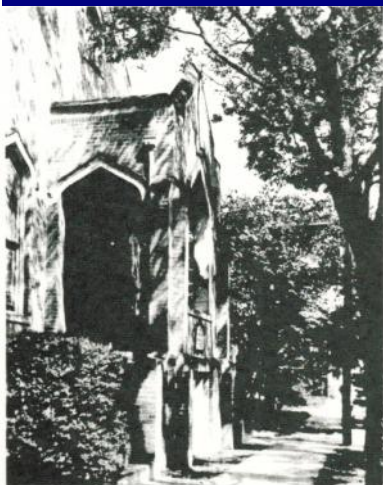
Office Manager. A responsibility of the Trustees is to hire an office manager. Lynne Lemley served for most of 2017 as the interim office manager but obtained other employment late in the year. Financial Secretary Pam Tucker is leading the search with help from several trustees to fill the position. We extend appreciation to Lynne and to former office manager Kathy Whatley for their help during the transition.

Street Youth Ministry. Trustees negotiated the lease with SYM late in 2016 and have helped ensure that the Church fulfilled its lease responsibilities. In particular, that was manifested in the upgraded restrooms, replacement of the kitchen drain pump, replacement of a gas stove in the kitchen and ongoing coordination of activities. Maintaining the lease is essential to maintaining the Church’s budget.

Annual Budget. Annually, the Trustees recommend an annual operating budget based on income projected by the Financial Secretary and by expenditures projected by the Treasurer. Thanks to the Congregation's care and generosity and to the expertise of the Financial Secretary and the Treasurer, the recommended 2018 budget is projected to be balanced, as described in the Treasurer's 2018 Budget Proposal.

Respectfully submitted,

Board of Trustees:
Gail Christeson (Treasurer);
Pam Tucker (Financial Secretary);
Kevin Dietz; Victoria Li;
Tom Vandestadt (Pastor);
Reuel Nash; Jim Howicz;
Don Brown (Chairperson)



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

Board of Deacons Report

Congregational Church Of Austin, United Church of Christ

As usual, this has been a full year for the Deacons particularly since we lost a valuable member, Marilyn Vaché, part way through the year.

Fellowship hour has become the ever-present task for us as the responsibility for weekly Fellowship Hour falls to the Deacons. This is an important time for our members to gather since we are far-flung across the Austin map and don't have opportunities to meet informally on a day-to-day basis. We've had multiple Sundays with special celebrations for weddings, baptisms, as well as sad farewells to members leaving the area. The Deacons give a round of applause to Jaime Hadley for taking the initiative to organize the Easter Sunday Brunch as well as the annual Christmas party after the Candlelight Service.

We welcomed some wonderful new members into the church family including Mallory and Whitney Bayers, Zach and Liz Hawver, Darcy and Keith Beresheim, Faye and Andy Dierkson, Bryan and Shaela Rutherford, Emmett Donnelly and Amelia Fulbright. The Deacons recognize the importance of trying not only to connect new members to service activities of the church, but also to gather them in to the family of social connections we share.

Bibles were presented to Caleb Parkhill and William Harris. William was baptized on the day he received his Bible and Atlas Hawver was baptized earlier in the year.


Greeting and welcoming visitors and potential new members has been a focus for the Deacons this past year. With encouragement from Whit Bodman, the packet given to visitors was updated. We are also trying to gather more contact information for newer members and visitors to help facilitate connecting those interested in the church with church activities.

Jo Jensen continues to send cards and e-mails to church members with messages of support, sympathy or thanks for particular events and contributions.

The creation of a picture directory is slowly coming together. The Deacons thank Reuel Nash for his willingness to take pictures for the effort. The change in office administrator has affected the completion of the picture directory, but hopefully it will be available in early 2018.

The Deacons are continuing discussions of how to use the Deacons' discretionary fund in ways that benefit our own church family and those closely connected to us.

Tom's sabbatical over the summer months prompted the Deacons to organize an *ad hoc* search committee to find and recruit someone to lead us through



those three months. With help from Liz Nash, the committee of Bill Campbell, Jo Jenson, Greg Futch and Nodie Murphy jumped on the task in an organized and energetic way. With the intermittent help of Betty Bodman, they recruited Amelia Fulbright to be with us for the time Tom was away. Jim Howicz gets applause for helping with the legal details of hiring Amelia. The general consensus is that Amelia was a terrific match for the church and her messages and leadership were greatly praised.

The Deacons would like to recognize Katie Lemley for taking the lead in organizing more structured Sunday activities for our youth. In coordination with Lynne and Katie Lemley, Whit Bodman and Tom VandeStadt, the Deacons are hoping to continue to develop ways the youth can more actively participate in the service, particularly on Communion Sundays.

Respectfully submitted,

Betty Bodman
Board of Deacons Chair



Christian Education Report

Congregational Church Of Austin, United Church of Christ

2017 ACTIVITY:

SPRING: HIRING OF NURSERY ATTENDANTS:

1) Grateful acknowledgement for the copious help provided by BETTY BODMAN, who got us an account with Care.com and assiduously participated with me in reviewing applications, scheduling interviews, and attending all interviews.

2) We first hired MORGAN ACREE, who turned out not to be able to commit herself to showing up almost every Sunday, so we came to an amicable parting of the ways . . . ,

3) which fortuitously led us to RE-initiate the Care.com employment process, thereby employing SAM CLUBB, our current extremely qualified Nursery Attendant, much appreciated by toddlers and parents alike.

SUNDAY SCHOOL: ELEMENTARY AGE CHILDREN

1) Thanks to Sunday school teacher AMY RIVERA KENT for all her work throughout the year with our elementary-aged kids.

2) The back-to-school breakfast with its New Orleans/Mardi Gras theme was a big hit, particularly well-attended this year. The decor was fabulous and the food was great and plentiful and evolved into some delightful Fellowship fare.

3) The Christmas tree looked lovely, thanks to Amy and the kids.

OLDER YOUTH CHRISTIAN ED MATTERS

1) There's been an on-going effort to arrange regular and meaningful "Sunday school" activity for the older youth (6th grade and up). Busy and divergent schedules, and travel have complicated this effort.

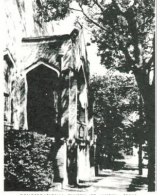
2) We have agreed that on Communion Sundays, older youth should stay in church and participate in the service in a variety of ways.

3) KATIE LEMLEY has been meeting with the older youth on the last Sunday of the month to facilitate a number of lessons and discussion topics. BECKY NASH has expressed an interest in taking a regular Sunday of the month. We encourage the church members to consider taking a Sunday to meet with our older youth and present a topic of interest to them. WHIT BODMAN, LIZ NASH, and EMILY HOWICZ have each met with our young folks.

4)The upcoming Confirmation Class will be composed of SAVANNAH TUCKER, TESS HOWICZ, ALDEN HARRIS, and ISABELLA DIETZ. The Rev. Dr. WHIT BODMAN will be conducting these classes.

Respectfully submitted,

Lynne Lemley
John Burlinson



Nominating Committee Report

Congregational Church Of Austin, United Church of Christ

Position / thru end of...	2020	2019	2018
THREE YEAR TERMS			
Moderator		John Goff	
Clerk		Jaime Hadley	
Board of Trustees	<i>Keith Beresheim</i>	Reuel Nash	Jim Howicz
	<i>Andy Dierksen</i>	<i>Open (p1)</i>	Kevin Dietz
Board of Deacons	<i>Joy Penticuff</i>	Barbara Burnham	<i>Bill Campbell (p2)</i>
	<i>Faye Dierksen</i>	Betty Bodman	Jo Jensen
Nominating Committee	?	Jen Howicz	Jaime Hadley
ONE YEAR TERMS			
Treasurer	<i>Gail Christeson</i>		
Financial Secretary	<i>Bryan Rutherford</i>		
Coordinating Council Member-at-Large	<i>Bill Beardall</i>		
Christian Ed Coordinators	<i>Lynne Lemley</i>	<i>Darcy Beresheim</i>	
Youth Sunday School Coordinator	?		
Outreach Coordinators (2)	<i>Whit Bodman</i>	?	
Historian	<i>Pat Oakes</i>		
Univ Area Partners	?		
Delegate, South Central Conf	?		
ONE YEAR TERMS (with external terms of two or more years length)			
Delegate, Heart of Texas Assoc	<i>Sara Ross</i>		
Delegate, Micah 6	<i>Whit Bodman</i>		
(p) - Serving a partial term (1-John Moore, 2-Marilyn Vache)			
<i>Italics</i> - Positions being voted in at the Annual Meeting			

Respectfully submitted,

Jaime Hadley
Chair, Nominating Committee

Financial Secretary Report

Congregational Church Of Austin, United Church of Christ

2017 FINANCIAL SECRETARY REPORT

INCOME	2012	2013	2014	2015	2016	2017	2018 est
BUDGET	Actual	Actual	Actual	Actual	Actual	Actual	Est
Pledged, Unpledged, Loose Plate	205,091	205,514	205,682	203,145	221,705	211,132	222,600
LifeWorks/Street Youth Rent	22,600	22,350	26,650	24,600	27,000	27,200	27,600
Endowment Income					1,604	2,438	3,333
Misc Rent & Rebates	2,030	4,485	5,603	1,215	1,611	600	0
TOTAL INCOME TO BUDGET	229,721	232,349	237,935	228,960	251,920	241,370	253,533 <i>estimated</i>
BUDGET EXPENDITURES	232,489	237,145	243,313	248,162	224,516	229,913	246,040 <i>budget proposal</i>
Difference	-2,768	-4,796	-5,378	-19,202	27,404	11,457	
 NON BUDGET							
EXPENSE RECOVERY							
Tenant Utilities			2,215	1,652	1,492	515	
Reimbursements (background check...)			319	139	25	99	
Subtotal			2,534	1,791	1,517	614	
 DESIGNATED LOCAL							
Capital (Lifeworks, other rent)			7,850	7,800	6,000	6,000	
Memorial, Flower & other funds			15,758	6,125	55,798	2,456	
Subtotal			23,608	13,925	61,798	8,456	
 DESIGNATED OUTREACH							
Christmas Fund			347	536	220	232	
El Salvador					498	5,517	
Equal Exchange					1,060	340	
Equal Justice			716	1,181	730	779	
Hurricane relief						50	
Micah 6						110	
Famine Relief, E. Africa						90	
Global Ministries, Seeds of Hope						100	
Huston Tillotson						601	
Islamic Center						1,250	
Neighbors in Need			0	739	439	600	
OCWM			450	0	1,710	2,790	
OGHS			570	302	336	320	
Strengthen the Church			175	522	281	345	
Texas Impact						160	
Youth Mission Trip					1,597	5,219	
All other pass through items			6,306	1,700	1,526	240	
Subtotal			8,564	4,980	8,397	18,743	
TOTAL INCOME			272,641	249,656	323,632	269,183	

Respectfully submitted,
Pam Tucker



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

Endowment Fund

Congregational Church Of Austin, United Church of Christ

Over the past several years, the Congregational Church of Austin, UCC, has received many generous financial contributions that have enabled our church to begin a CCA Endowment Fund. We gratefully acknowledge these contributions to the CCA Endowment Fund by, in memory of, or in honor of:

- | | |
|---------------------------------------|--------------------------------------|
| Gordon and Alta Bennett | Larry Jensen |
| Jesse and Lolita Binford | Florence and George Jordan |
| Taffy and Herb Bodman | Yoshikuni and Setsuko Kanedo |
| Matt Blackstock | John McNeely |
| Jean Castle | Minerva Miles |
| Robin Chapman and Tom Van-
deStadt | Bert and Mary Margaret Miller |
| Isabelle Cole | Nodie Murphy |
| Maxine Collings | Elizabeth, Sarah, and Margaret Oakes |
| Paul Deisler | Julia Pantermuehl |
| Louise Froehlich | Hudson and Dorothy Phillips |
| Olean and Andy Garrett | Doyal and Tommie Pinkard |
| Jordan Geer | Betsy and Rollin Russell |
| Ann Bergstresser Graves | Marie Scheel |
| Mabel Lee Hinson | Mary Elizabeth Scott Smith |
| Chuck Jackson | Vee, Norma, and Vanessa Tucker |
| | Ben White |

The Endowment Fund strengthens our church's ministry and presence in the world, now and in the future. In 2015, the Board of Trustees implemented a policy that annually transfers 4% of the 5-year average balance in the CCA Endowment Fund to the church's General Fund to support our church's operating budget.

Year	Value	New Contribu- tions	5-Yr Average Balance	4% Payout
2014	46,376		38,108	1,524
2015	58,020	15,000	40,105	1,604
2016	119,832	55,074	60,955	2,438
2017	147,933	2,000	83,315	3,333

Respectfully submitted,

Gail Christeson
Treasurer



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

Treasurer Report and Budget Proposal

Congregational Church Of Austin, United Church of Christ

Income to budget and budget expenses were almost equal for 2017.

Offerings/Rent/Misc to Budget	228,779
Endowment to Budget	2,438
Total Income to Budget	231,217
Total Budget Expenses	229,921
Difference	1,296

The church has checking and savings accounts with University Federal Credit Union, and an investment account with United Church Funds (UCF).

Assets (12/31/17)

Checking Account	\$27,129
Savings Account	\$2,008
<u>UCF Funds</u>	<u>\$271,875</u>
Total	\$301,012

Liabilities (12/31/17)

SYM Security Deposit	\$2,800
<u>Payroll Liabilities (IRS)</u>	<u>\$1,993</u>
Total	\$4,793

Most of our fund balances are up for the year because of gains in our investment accounts. Exceptions are Sabbatical, Special Donation, and Memorial Fund (see following page for large fund expenditures).

Fund Balances	2016	2017	Difference
General Fund	59,145	68,382	9,237
Capital Fund	33,635	41,064	7,429
Endowment	119,832	147,933	28,101
Sabbatical	8,324	3,879	-4,445
Special Donation	42,587	17,809	-24,778
Memorial Fund	13,093	10,442	-2,651
Music Fund	2,866	3,322	456
Fine Arts Fund	796	922	126
Deacons Emergency	770	639	-131
Deacons Remembrance	285	170	-115
Equal Exchange	732	737	5
El Salvador	498	5,688	5,190
Youth Mission Trip	252	25	227

2017 Major Non-Budget Expenditures

<i>Expenditures</i>	<i>Amount</i>	<i>Fund</i>
Stained Glass Window Repair	\$9,075	Capital/Memorial
Appel Room Bathrooms	\$27,924	Special Donation
Sabbatical Expenses	\$6,435	Sabbatical

2017 Pass-through Items. From designated giving and offerings

<i>Organization/Offering</i>	<i>Amount</i>	<i>Comment</i>
Neighbors in Need	\$630	UCC Offering
One Great Hour of Sharing	\$320	UCC Offering
Strengthen the Church	\$345	UCC Offering
El Salvador	\$443	School Supplies
Equal Justice Center	\$779	Mini-golf Sponsorship & Designated Offering
Islamic Mosque	\$1360	Repair burned-down mosque
Micah 6	\$110	Designated Offering
Mission Trip	\$5446	Participant Fees and Fundraisers
OCWM	\$2790	Designated Offering
Texas Impact	\$160	Designated Offering
UCC Famine Relief	\$90	Designated Offering
UCC Global Ministries	\$100	Designated Offering
UCC Hurricane Relief	\$50	Designated Offering
Youth Group Toy Purchase	\$240	Pumpkin Raffle

2017 Budget vs. Expenses

Expenses for 2016 were \$11,527 under budget (expenses were 95% of budget). The only large over expenditure was Property Maintenance (over by \$2787). Large under expenditures include Office Manager (under by \$3764, interim office manager working reduced hours), Ministry to Homeless (under by \$1809, ended freeze nights and front porch lunches in our building), Musician Salaries (under by \$1,245 because of absences and timing of vacation pay), and Nursery Attendant (under by \$1,113 because position was vacant for several months).

Item	2017 Budget	2017 Actual	\$ Over Budget	% of Budget
Pastoral Leadership				
Pastor Salary	65,504	65,504	0	100%
Pastoral Housing Allowance	25,000	25,000	0	100%
Pastoral Annuity	12,764	12,671	93	101%
Pastoral Family Insurance	1,368	1,358	10	101%
Pastoral Ed. & Travel	1,760	1,760	0	100%
Pastoral Leadership Subtotal	106,396	106,293	103	100%
Cooperative Responsibilities				
Our Church's Wider Mission (OCWM)	10,000	10,000	0	100%
Micah 6	3,300	3,300	0	100%
Ministry to Homeless	591	2,400	-1,809	25%
Austin Interfaith	1,600	1,600	0	100%
Labyrinth	1,000	1,000	0	100%
Back Bay Mission	700	700	0	100%
Religious Coalition Homeless	521	523	-2	100%
Heart of Texas Association Dues	500	500	0	100%
Interfaith Action Central TX	400	400	0	100%
Equal Justice Center	350	350	0	100%
Texas Impact	100	100	0	100%
Cooperative Responsibilities Subtotal	19,062	20,873	-1,811	91%

Item	2016 Budget	2016 Actual	\$ Over Budget	% of Budget
Local Church Programs				
Office Manager Salary	14,956	18,720	-3,764	80%
Custodian Salary	17,165	16,925	240	101%
Musician Salaries	12,750	13,995	-1,245	91%
Choral Director Salary	8,159	8,160	-1	100%
Sunday School Teacher Salary	5,253	5,665	-412	93%
Nursery Attendant Salary	1,357	2,470	-1,113	55%
Payroll Expenses	4,281	5,006	-725	86%
Workers Compensation	1,258	1,400	-142	90%
Choral Director Continuing Ed	53	800	-747	7%
Speaker Stipends	300	900	-600	33%
Pastors Discretionary Fund	267	750	-483	36%
Adult Education Coordinator	0	300	-300	0%
Christian Education	612	1,250	-638	49%
Deacons Discretionary	470	1,000	-530	47%
Fun and Fellowship	427	650	-223	66%
Music for Worship	124	450	-326	28%
UCC Meeting	70	700	-630	10%
Parking	3,600	3,600	0	100%
Utilities	11,760	12,500	-740	94%
Insurance	9,197	9,046	151	102%
Property Maintenance	8,787	6,000	2,787	146%
Supplies	1,629	2,000	-371	81%
Admin Expenses	968	975	-7	99%
Sabbatical	1,020	1,020	0	100%
	104,463	114,282	-9,819	91%
Local Church Programs Subtotal				
Total Budget	229,921	242,448	-11,527	95%

2018 Budget Proposal

The Local Budget is administered through the General Fund, which had a balance on December 31, 2017 of \$68,382. Making use of input from all boards, teams and the Coordinating Council, the Trustees offer the 2017 budget proposal. Most budget items are flat, but there is some reorganization of outreach items, and 3% raises are offered to all continuing employees (note that we expect to hire a new Office Manager). The Board of Trustees is comfortable with this budget given the expected income (Financial Secretary Report) and healthy reserve in the General Fund.

Item	2017 Budget	2018 Request	\$ Difference
Pastoral Leadership			
Pastor Salary	65,504		
Pastoral Housing Allowance	25,000		
Pastoral Annuity	12,671		
Pastoral Family Insurance	1,358		
Pastoral Ed. & Travel	1,760		
Subtotal	106,293	109,482	3,189
Cooperative Responsibilities			
Our Church's Wider Mission (OCWM)	10,000	10,000	0
Micah 6	3,300	4,000	700
Ministry to Homeless	2,400	600	-1,800
Austin Interfaith	1,600	1,600	0
Labyrinth	1,000	1,000	0
Back Bay Mission	700	700	0
Religious Coalition Homeless ¹	523	513	-10
Heart of Texas Association Dues ²	500	535	35
Interfaith Action Central TX	400	400	0
Equal Justice Center	350	350	0
Texas Impact	100	300	200
Huston-Tilotson	0	200	200
Subtotal	20,873	20,198	-675

¹Paid in lieu of the city drainage fee; rate set by city

²Dues are \$5/member for 107 members

Item	2017 Budget	2018 Request	\$ Difference
Local Church Programs			
Office Manager Salary ³	18,720	19,760	1040
Custodian Salary	16,925	17,433	508
Musician Salaries	13,995	14,415	420
Choral Director Salary	8,160	8,405	245
Sunday School Teacher Salary	5,665	5,835	170
Nursery Attendant Salary	2,470	2,544	74
Payroll Expenses	5,006	5,114	108
Workers Compensation	1,400	1,400	0
Choral Director Continuing Ed	800	800	0
Speaker Stipends	900	900	0
Pastors Discretionary Fund	750	750	0
Adult Education Coordinator ⁴	300	0	-300
Christian Education ⁵	1,250	1,500	250
Deacons Discretionary	1,000	1,000	0
Fun and Fellowship	650	650	0
Music for Worship	450	450	0
UCC Meeting	700	700	0
Parking	3,600	3,600	0
Utilities	12,500	12,500	0
Property Insurance ⁶	9,046	9,650	604
Property Maintenance	6,000	6,000	0
Supplies	2,000	2,000	0
Admin Expenses	975	975	0
Sabbatical	1,020	1,020	0
Subtotal	114,282	116,361	3,198
Total Budget	241,448	246,040	5,712

³New hire

⁴Eliminate

⁵Support adult chaperone for youth mission trip

⁶Premium increase

Respectfully submitted,

Gail Christeson
Treasurer

Appendix: Graphs for Discussion of Long-Term Finances of the Church

