

CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

2018

Annual Report

Congregational Church
Of Austin



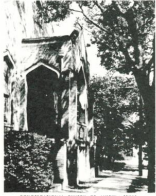
CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

2018 Annual Report

Congregational Church Of Austin, United Church of Christ

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Annual Meeting Agenda

Congregational Church Of Austin, United Church of Christ

January 27, 2019

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. Visioning Task Force Progress Reports

1. Strengthening Community

2. Broadening Community and Outreach

3. Accessibility and Flexibility in our Facilities

4. Our Future in a Changing Neighborhood

8. Other Business

9. Adjourn

Singing of "Blessed Be the Tie that Binds"



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

Annual Meeting Minutes

Congregational Church Of Austin, United Church of Christ

2018 Annual Meeting Minutes January 28, 2018

Members in attendance - 37
Others in attendance - 4

John Goff called the meeting to order approximately 12:17pm

Rev Tom Vandestadt gave an invocation

2017 Annual Meeting Minutes

- Whit Bodman made a motion, Dave Ross seconded, that last year's minutes be accepted as printed in the Annual Report, with one change...
 - add the date of April 30, 2017 to the minutes of the Special Business meeting on page 6
- The motion passed without opposition

The Clerk's report was presented

- The Clerk noted the following errors:
 - New member Amelia K Fulbright should be spelled with one L in Fulbright instead of 2
 - Total members December 31, 2017 should be 110, not 109
- Whit Bodman moved to accept the report with these changes, and the motion passed without opposition

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

The Moderator's Report, the Trustees' Report, the Deacons' Report, the Christian Education Report, and the Outreach Report (which was handed out at the meeting as a separate document) were pointed out in the printed report, but not reviewed. There were no questions or discussion from the floor. Whit Bodman moved that all be accepted as written, Bill Beardall seconded, and the motion passed without opposition

The Office Mgr will send an email version of the Outreach Report to the Congregation

The Nominating Committee Report was presented

- Jaime Hadley noted that there were last minute changes that were correctly reflected in the printed version and in the corrected version emailed January 27, 2018.

:

- Jaime also noted the following changes to the Report/Ballot made at the meeting:
 - Change the Micah 6 Delegate from Whit Bodman to Dennis Murphy
 - Add Warinda Harris as Delegate to South Central Conference
- No motion was required, and the slate of new elected officials was approved with no opposition

The Financial Secretary Report was presented

- Pam Tucker mentioned that the 222K estimated for 2018 Pledged/Unpledged/Loose Plate was about the same as the estimate had been for 2017, and although actuals in this income category for 2017 ended up being lower than the estimate, Pam felt comfortable with the estimate for 2018 because there were additional pledges for 2018 that will make it possible
- The total estimated income should be sufficient to cover the proposed 2018 budget

The Treasurer's Report was presented

- Gail Christeson reviewed the endowment fund
- She noted that the Budget proposed for 2018 includes:
 - 3% increases to most employees
 - Decreases for Outreach in the Ministry to the Homeless category
 - Increases for Micah 6 and Texas Impact
 - Huston Tillotson re-added to budget
 - Removed support of Adult Education Coordinator due to lack of action
- She noted that two of the column headers on pages 22 & 23 (2017 Budget vs Expenses) were reversed
 - Column 2 change from 2017 Budget/2016 Budget to 2017 Actuals
 - Column 3 change from 2017 Actual / 2016 Actual to 2017 Budget
- Whit Bodman suggested that Heart of Texas dues move from cooperative expenses

Additional conversation was spawned

- Lynne Lemley expressed concern about treatment of us by the person in the garage. Pam Tucker explained she had recently contacted them and let them know we pay for parking and they are supposed to let us out for free until 2pm. There was a lot of discussion about what steps to take regarding our parking situation, and informally there was an opinion offered that the Trustees should look at how much we use it and what we could do to make sure we have parking available for special events other than Sunday mornings
- Thanks were raised for Dennis Murphy for putting the parking sign out each Sunday
- Whit Bodman reminded us there are other outreach activities we support through special fundraising events

The 2018 Budget Proposal was approved with no opposition

There was a discussion of the long-term finances of the church

- Bill Beardall said that Coordinating Council and Visioning Committee decided that Annual Meeting would be a good time to talk to the most folks at once about the long-term financial outlook
- He reviewed the three graphs on the last page of the Annual Report

- He challenged us to think about and talk about what we do with the building and the property to plan for the changing nature of the future financial outlook
- He encouraged everyone to attend the third round of the Visioning House Meetings
- He reminded us what we got from the first two rounds, and said there will be a report of the results from the first two meetings
- There will be a discussion of the results on Feb 18
- The third round of house meeting will be toward the end of March
- Pam pointed out that the age distribution of giving is not much different than it was 5 years ago or 10 years ago

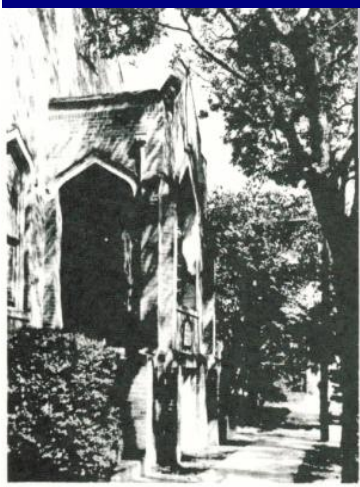
There was a discussion of the possibility of new hymnals

- Nodie Murphy discussed many of the things that have inspired her and us to sing new music in our church
- She says many of the favorites from the Pilgrim Hymnal are also in the new one, as are many of the special songs that have been brought in over the years
- Expectation is that we would do fewer inserts in the future
- It is published by the Presbyterian Church

There was no new business raised

Pat Oakes moved to adjourn at 1:35pm

The Congregation joined hearts and minds as well as hands, engirdling the entire sanctuary, lifting voices together to the tune of "Blessed Be The Ties That Bind"



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

Clerk's Report

Congregational Church Of Austin, United Church of Christ

Membership Changes

110 Total Members January 1, 2018

+7 Total Increase 2018

+7 Received as Members by Confirmation, Affirmation of Faith, or Letter of Transfer

- Linnaea Arnett
- Rene Slataper
- Carolyn R Thompson
- Andrea Haksoon Low
- Nathan Leach
- Bethany Leach
- Jonathan Zercher

0 Returned to Active Status

-12 Total Decrease 2017

0 Deaths

Dr. Joseph McMillan

0 Transfers Out

12 Moved to Inactive Status

105 Total Members December 31, 2018

18 Number Members living more than 100 miles from the church

87 Total "Local" Members

Celebrations & Memorials

EVENT	PARTICIPANT	OFFICIANT	LOCATION
Memorial	Joe McMillan	Rev Tom Vandestadt	Huston-Tillotson Univ Chapel
Memorial	Joe McMillan	Rev Tom Vandestadt	Congregational Church of Austin, UCC
Wedding	Jonathan Geer & Roberto Hernandez	Rev Jo Jensen	Congregational Church of Austin, UCC



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

Pastor Report

Congregational Church Of Austin, United Church of Christ

In Epiphany, we read about John the Baptist. The word of God came to him in the desert, and the word was metanoia. Change of heart, mind, or intention. In his translation of the gospels, David Bentley Hart chooses heart, with the provision that we understand heart in the classical sense as the seat of both our thinking and our passions.

Change your thinking and your passions, and bear the fruit of this change, John said. Make the change in your thinking and passions visible to the world, by what you do, and how you do it.

Metanoia, it isn't a once in a lifetime event, but a spiritual practice we can practice throughout our lives. Change, and bear fruit befitting the change.

We not only live in the midst of on-going change, we ourselves are changing, and our church is changing. How conscious are we of the changing world in which we live, and of the ways we and our church are changing? How conscious are we of the choices and possibilities now open to us because of these changes, as well as the challenges and dangers these changes are producing? How do we adapt to change, resist change, and act intentionally as agents of change?

Metanoia isn't limited to changing our hearts so that we share one of our coats if we own two, though it includes that kind of change. It's also about making the appropriate changes in our thinking and passions, behaviors and actions, in a constantly changing world. Changes informed by spiritual discernment and on-going discussion, wisdom and compassion. Changes that enable us to bear fruit that's relevant and appropriate to the time and place in which we live, which may include relinquishing ways of thinking and doing that were once suitable but are no longer, while cultivating new ways of thinking and doing, ways that are more suitable to the time and place in which we live, or anticipate living.

Change can be difficult, no question about it. But as the saying goes, change is inevitable, but growth is optional. To grow is to become ourselves in new ways, taking what's appropriate and helpful with us on the journey, and leaving what we've outgrown or what's no longer suitable behind. To grow is to experience a whole spectrum of thoughts and feelings, from hope and excitement to fear and grief. The more we acknowledge and respect these thoughts and feelings, the more likely we are to grow.

I'd like to highlight the ongoing work of our Vision Task Forces in the past year, the people in our church who're gathering on a regular basis to engage in spiritual discernment and on-going discussion regarding the changes in our church, our church's neighborhood, and the world at large. We do face choices and possibilities, as well as challenges and dangers. And we do experience hope and excitement, fear and grief.

But the goal is to continue growing as a church, to continue being ourselves by deciding what to relinquish and what to adopt that's new, so we can continue being a faithful and energetic presence of the United Church of Christ in the west campus neighborhood of Austin, Texas, now and in the future. My deepest thanks to those of you who're participating in these Vision Task Forces! Your work is invaluable!

Here's a run-down of my ministry at the Congregational Church of Austin, UCC, in 2018:

- worked with Nodie Murphy to plan worship themes and music.
- prepared the worship bulletins and wrote sermons.
- led worship and preached most Sundays.
- met with people to discuss personal and spiritual issues.
- met with prospective new members of the church.
- visited people in hospitals and rehabilitation centers.
- wrote pieces for The Visitor.
- prepared the weekly e-news.
- met with the Trustees, Deacons, and Coordinating Council.
- met with the Vision Task Forces.
- participated in the University-area clergy group.
- participated in Austin Interfaith meetings and actions.
- served on the Micah 6 Board of Directors and volunteered at the Micah 6 Drop-In.
- participated in Austin Sanctuary Network actions.
- participated in Poor People's Campaign meetings and actions.
- attended Heart of Texas Association and South Central Conference meetings.

There are other things as well, like shopping for supplies at Costco, writing pieces for AllCreation.org, gathering folks after worship to talk about God, Jesus Christ, and the Holy Spirit, participating in an interfaith dialogue with the Dialogue Institute, and co-leading a workshop at the South Central Conference annual meeting.

Finally, thanks to everyone who serves on a Board, Committee, or Taskforce, 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 Bryan Rutherford (Financial Secretary). And to all of you who, week after week, gather for worship, fellowship, and ministry, and keep the wheels of the church turning by doing those things that just need to get done. And for the final finally, thanks to Donna Cravens, who joined our staff this year as our Office Administrator, and to Victor Cardenas, our custodian. You're more helpful than you'll ever know, and a joy to have around at church.

Blessed by God, let us be a blessing to our neighborhood, city, nation, and world in 2019.

Respectively submitted,
Tom VandeStadt, Pastor



CONGREGATIONAL CHURCH OF AUSTIN, TEXAS

Moderator Report

Congregational Church of Austin, United Church of Christ

Over the two years thus far in my tenure as Moderator I have focused largely on our church's visioning process – guided and implemented by our incredibly-dedicated visioning committee (Jim Howicz, Bill Beardall, Whit Bodman, Dennis Murphy, Tom Vandestadt, as well as myself). We began the process with a series of house meetings, the first devoted to the spiritual life of the church, the second to our mission, and the third on the resources of the church. These resulted in a wealth of “data” on who we are and where we think we need to go, which we distilled in several reports presented to the church. Now comes the fun part! Last spring the congregation approved the formation of four task forces, each charged with formulating a plan of action that responded to the thematic outcomes of the visioning house meetings. These were: (1) “Strengthening Community”, (2) “Broadening Community and Outreach”, (3) “Accessibility and Flexibility in our Facilities”, and (4) “Our Future in a Changing Neighborhood”. The four task forces coalesced over the summer with recruits and volunteers from among the congregation, and have met frequently over the fall. The first fruits of those efforts are presented later in this Annual Report, with progress reports from each of the four task forces, which will be accompanied by short oral presentations and Q&A. I look forward to these! Although I anticipate that the task forces will wrap up their efforts and present specific recommendations to the congregation within the next year (and so conclude my tenure as Moderator), we do not have a specific time limit. Task Force 4 in particular may stretch on for a while as we continue to explore long-term options for our building and property.

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 addition to regular upkeep activities, the Trustees coordinated several critical maintenance and repair projects in 2018. These projects included resurfacing of the limestone exterior to the Church to prevent leaks and water damage; replacing and repairing roofing within the Towery Wing; and completing the remodeling of the second restroom in the Appel Room, which is leased to Street Youth Ministry.

As in past years, we can expect a steady need for funds to make necessary repairs to the building each year. For 2019, we anticipate expenses for repairing plaster within the sanctuary and fellowship hall, replacing tile in the Appel room, and upkeep associated with the stained glass windows.

Finally, the Board of Trustees recognizes Andy Dierksen for donating his time and talents to spending countless hours at the church overseeing and managing repair and maintenance activities.

Street Youth Ministry. In the fall, the Trustees negotiated a five year lease extension with SYM effective January 1, 2019. Anticipating additional maintenance, monthly rent increased by \$50 per month in 2019 and will increase by \$100 per month per year in subsequent years. Maintaining the lease is essential to maintaining the Church’s budget.

Tithe.ly. Under the leadership of the Financial Secretary, Bryan Rutherford, an online donation application was implemented as another way to contribute to the Church. Though there is a modest service fee associated with the payment tool, it was offset by the unpledged donations generated.

Stewardship. The Stewardship team is working towards a long range approach to Stewardship. The Board of Trustees intends to promote and reemphasize endowment and long-term giving opportunities during the spring 2019.

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 2019 budget is projected to be manageable given the expected income and healthy reserve in the General Fund to offset expenditures.

Respectfully submitted,

Board of Trustees:

Gail Christeson (Treasurer);

Bryan Rutherford (Financial Secretary);

Kevin Dietz; Reuel Nash; Jim Howicz;

Andy Dierksen; Keith Beresheim (Chairperson);

Tom Vandestadt (Pastor)



Board of Deacons Report

Congregational Church Of Austin, United Church of Christ


The Deacons have, as usual, been an active board, with responsibilities for greeting visitors, offering orientations for potential new members, welcoming new members who joined the church, and hosting the weekly Fellowship Hour, among other activities.

This year we have continued to use the visitor packets that were revised last year. Our ushers and greeters have initiated contact with folks who are attending for the first time and ensured that people have name tags when they return. We have hosted several orientation sessions for people who are new to our church and those considering joining our congregation. On February 18, we had the pleasure of welcoming Carolyn Thompson, Rene Slataper, and Linnea Arnett into our congregation. On September 30, Nathan and Bethany Leach, Jonathan Zercher, and Andrea Haksoon Low also joined our church.

We mourned the death on August 15 of Betty Appel and bid her husband Vic a fond farewell when he moved to Connecticut to be near his family. We had numerous celebrations of significant birthdays, anniversaries, and graduations, as well as the birth of Henry Atlas Kent, son of our Sunday School teacher Amy Rivera Kent and her husband Robert. Sadly we also had to say at least a temporary goodbye to our Chair, Betty Bodman, as she moved to New Jersey for a year to care for her grandchildren. At the same time we were happily able to welcome Darcy Grostick Beresheim as a new Deacon.

In addition to special celebrations, Deacons continued to host our weekly Fellowship Hour after the worship service. Our new and very efficient Office Manager, Donna Cravens, shops for staples to be served, and the Deacon in charge of that week's Fellowship provides pastry and fruit, as well as making the ever-in-demand coffee. The Deacons wish to thank the many people who have assisted with cleanup afterwards. We also extend thanks to Jaime Hadley for organizing our Easter brunch and the Christmas party held after the Candlelight Service.

One of our most exciting endeavors was to work with our Music Director Nodie Murphy to purchase the new Glory to God Hymnal, to replace the Pilgrim Hymnal. We offered congregation members the opportunity to donate a hymnal with a dedication in honor or in memory of a loved one. The remaining hymnals were purchased by the church. It has been interesting and pleasantly challenging to learn some new hymns from them, as well as satisfying to sing familiar songs that we have loved for years.



During the year the Deacons also revised our Directory and list of members, to facilitate the determination of a quorum for congregational meetings. The new Directory lists everyone alphabetically, both members and friends, with a notation about whether folks are members or friends and residents or from out of town. Through the efforts of Reuel Nash and his photography, we were finally able to complete a new picture directory. The photographs are now found at the end of the Directory listings.

We discussed many community-building activities through the year, although these have now been taken over by the Visioning Task Force Committee on Strengthening Community. Throughout the year Deacons continued to identify members and friends undergoing challenges, and to reach out to them to provide concern and assistance as needed. Jo Jensen continued her writing of notes and emails to those mentioned in the Joys and Concerns portion of our worship.

Our board met with Rene Slataper, who is pursuing seminary studies at Lexington Theological Seminary in Kentucky, and accepted him In Discernment as he continues his faith journey. We appreciate Rene's already deep involvement with the church and will continue to support him in any way we can.

Finally, our board developed a fundraising project to replenish our Deacons' Remembrance Fund, used to memorialize members and their families who have passed away. Jo Jensen took beautiful photographs of our windows and other church features, and with the assistance of Faye Dierksen produced a stunning calendar for sale to friends and members. The calendar runs through March 2020.

Respectfully submitted,
Barbara Burnham, Chair



Christian Education Report

Congregational Church Of Austin, United Church of Christ

2018 ACTIVITY

Adult Christian Education Class

The Adult Education class spent several months this year focusing on the American criminal justice system and other topics involving race. Major sources for study included a collaborative scholarly work titled *Reforming Criminal Justice*, put out by the Sandra Day O'Connor College of Law at Arizona State University (Thanks to Ruth Koenig for suggesting this resource.), and *White Privilege: Let's Talk—A Resource for Transformational Dialogue*, published by the United Church of Christ. Beginning in January, the class began delving into a Great Courses series, *The World's Greatest Churches*, touring architectural masterpieces and examining their historical and theological significance. The Adult Education Class continues to meet on Sunday mornings at 10:00 a.m. before church.

Special Christian Education Series

During the Fall school semester, Mir Georgeson, a UT student and member of Labyrinth Student Ministry, conducted a 3-part series on Neurodiversity and the Church. Members of the congregation attended her talks on Sundays following the regular service.

Book Clubs


Women's and Men's Book Clubs continue to meet on a monthly basis—the Women's every third Thursday; the Men's every third Wednesday.

Children's Christian Education Class

During 2018, the preschoolers have been very ably looked after by Sam (Last name?), while the elementary school students have attended Sunday school in the upstairs classroom with Amy Kent (née Rivera). Amy had a baby in August (Henry Atlas Kent), and during her maternity leave she arranged for Sam to take over the elementary classes while members of the congregation rotated nursery duty. The scheme worked out quite well and we are grateful for both of our excellent children's educators. Parents of our younger students will be meeting in February to discuss the elementary school curriculum. The church currently uses *A Joyful Path*, a publication of ProgressiveChristianity.org.

Middle and High School Christian Education Class

The youth of UCC have remained associated with the ministries of the United Christian Church, Disciples of Christ, and University Baptist Church. The three congregations attended a combined liturgy at the end of the spring semester, held at University Christian Church and conducted entirely by the youth.



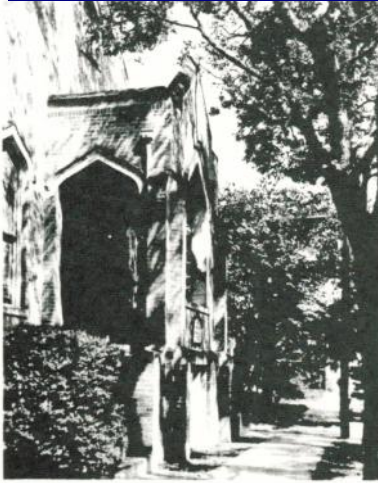
Beyond youth group, it is unclear whether the youth have had any significant involvement with the church, as such. This lack of engagement is an ongoing concern within the congregation.

College

Labyrinth Student Ministry continues to enjoy a steady following at the University of Texas under the guidance of Rev. Amelia Fulbright. In August, the ministry celebrated its 5th Anniversary with a service at University Baptist Church; afterwards, the congregations gathered for dinner and dessert with current and prospective Labyrinth participants from the University. The organization also held its first Sunday Family Dinner at University Christian Church in September.

Respectfully submitted,

Lynne Lemley
Shaela Rutherford



Outreach Report

Congregational Church Of Austin, United Church of Christ

The Outreach dimension of the church – I think it is proper to call it a dimension – it's dynamic but not yet as inclusive as it should be.

There are two areas that have been especially active, Austin Sanctuary Network and Austin Interfaith.

Jonathan Zercher has been our representative to the Austin Sanctuary Network. That is a demanding job, and Nathan Leach has also been intensively involved. ASN has been actively involved with three individuals who are under sanctuary protection: Alirio at the First Unitarian Church and Hilda and her son Ivan at St. Andrews Presbyterian Church. They not only require clothing, food, and all the other necessities of life, but also companionship and management of their immigration cases. This last is a consuming process that has involved conversations, letters, and more aggressive tactics with Rep. Lloyd Doggett's office, various people in ICE, and other immigration authorities. Needless to say, Valerio and Hilda are getting more frustrated as this drags out with no end in sight.

At the same time ASN itself is going through a reorganization process, part of coming-of-age. Deciding on the correct courses of action has been at times contentious, but the organization is resolving issues as they come up and maintaining its focus and strength.


This is one area where more communication and involvement by the congregation at large is to be desired.

Austin Interfaith has also ramped up its activities, expanding into surrounding counties. Its name is now Central Texas Interfaith, more appropriate to its expanded geographical footprint. Our congregation had a spectacular presence at an Accountability Session with candidates for Mayor, City Council and a judgeship. We turned out in force. Central Texas Interfaith has successfully advocated for maintenance of a Living Wage standard and floor, money for school programs, support for affordable housing, and countering police traffic sting operations targeting immigrants.

We have prepared meals for Micah 6 on a regular basis. Dennis Murphy represents us on the Micah 6 board and has kept us up to date on new activities such as a meal program operated at All Saints Episcopal Church on Friday afternoons.

On Christmas Day we served a large and nutritious meal to over 120 diners, and more than usual came to the communion service beforehand.

Numerous individuals in the congregation work on their projects, with more or less publicity. Liz Nash goes down to El Salvador with church support. John Goff pays attention to our relationship with Street Youth Ministries that operates out of our basement. Barbara Burnham is always looking for ways to participate in disaster relief.



I advocate for Texas impact. (Warning: the Texas Legislature is now in session! You will be called on!) And Tom encourages us, through preaching, teaching, support, and his own work, to maintain a focus on issues of justice.

The church Visioning process will undoubtedly unfold new opportunities.

The main task that lies ahead is to figure out how to communicate what we do, who is doing it, and what opportunities there are to participate, to the congregation at large. How fat do we want our Sunday bulletins? How many people receive, and how many people read, the e-news? How many announcements can we tolerate in the worship service? How many phone calls will who make? How many emails?

These are problems that every church has to solve, and no solution is perfect, but we can improve our performance.

I greatly appreciate all those who have taken responsibility for organizing particular programs and activities. I know there are numerous activities that fall into the general area of "outreach" that I have neglected to mention here. For those oversights please accept my apologies. I need to do better communication with myself over time to keep records of what we are doing. Without a committee there are no minutes. (I am not suggesting that we return to a committee structure.)

In spite of this, the work goes on and the church provides extraordinary effort and wisdom to the community.

Respectively submitted,
Whit Bodman

Position / thru end of...	2021	2020	2019
THREE YEAR TERMS			
Moderator			John Goff
Clerk			Jaime Hadley
Board of Trustees	Andrea Low	Keith Beresheim	Reuel Nash
	Bill Campbell	Andy Dierksen	<i>Open (p1)</i>
Board of Deacons	Jonathan Zercher	Joy Penticuff	Barbara Burnham
	Nathan Leach	Faye Dierksen	Darcy Beresheim
Nominating Committee	?	?	Jen Howicz
ONE YEAR TERMS			
Treasurer	<i>Gail Christeson</i>		
Financial Secretary	<i>Dennis Murphy</i>		
Coordinating Council Member-at-Large	<i>Bill Beardall</i>		
Christian Ed Coordinators	<i>Bethany Leach</i>	<i>Shaela Rutherford</i>	
Outreach Coordinators (2)	<i>Whit Bodman</i>	?	
Historian	<i>Pat Oakes</i>		
Univ. Area Partners	?		
Delegate, South Central Conference	<i>Rene Slataper</i>		
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>Carolyn Thompson</i>		
(p) - Serving a partial term (1-John Moore,)			
<i>Italics</i> - Positions being voted in at the Annual Meeting			

Financial Secretary Report

Congregational Church Of Austin, United Church of Christ

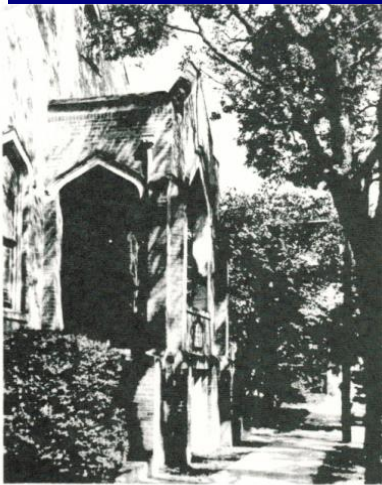
2018 FINANCIAL SECRETARY'S REPORT

INCOME	2013	2014	2015	2016	2017	2018	2019
BUDGET	Actual	Actual	Actual	Actual	Actual	Actual	Estimated
Pledged, Unpledged, Loose Plate	\$205,514	\$205,682	\$203,145	\$221,705	\$211,132	\$215,128	\$211,500
LifeWorks/Street Youth Rent	\$22,350	\$26,650	\$24,600	\$27,000	\$27,200	\$27,600	\$27,900
Endowment Income	\$0	\$0	\$0	\$1,604	\$2,438	\$3,333	\$4,004
Misc Rent & Rebates	\$4,485	\$5,603	\$1,215	\$1,611	\$600	\$289	
TOTAL INCOME TO BUDGET	\$232,349	\$237,935	\$228,960	\$251,920	\$241,370	\$246,350	\$243,404 estimated
BUDGET EXPENDITURES	\$237,145	\$243,313	\$248,162	\$224,516	\$229,913	\$247,313	\$253,779 budgeted
Difference	-\$4,796	-\$5,378	-\$19,202	\$27,404	\$11,457	-\$963	-\$10,375
NON BUDGET							
EXPENSE RECOVERY							
Tenant Utilities		\$2,215	\$1,652	\$1,492	\$515	\$193	
Reimbursements		\$319	\$139	\$25	\$99	\$49	
Subtotal		\$2,534	\$1,791	\$1,517	\$614	\$242	
DESIGNATED LOCAL							
Capital (from tenant)		\$7,850	\$7,800	\$6,000	\$6,000	\$6,600	
Funds (Endowment, Flowers, Remembrance)		\$15,758	\$6,125	\$55,798	\$2,456	\$3,385	
Events (Hymnals, Shower, Dinner)		\$0	\$0	\$0	\$0	\$1,975	
Subtotal		\$23,608	\$13,925	\$61,798	\$8,456	\$11,960	
DESIGNATED OUTREACH							
Christmas Fund		\$347	\$536	\$220	\$232	\$405	
El Salvador		\$0	\$0	\$498	\$5,517	\$136	
Equal Exchange		\$0	\$0	\$1,060	\$340	\$229	
Equal Justice Center		\$716	\$1,181	\$730	\$779	\$1,443	
Micah 6		\$0	\$0	\$0	\$110	\$720	
Huston-Tillotson University		\$0	\$0	\$0	\$601	\$0	
Islamic Center		\$0	\$0	\$0	\$1,250	\$0	
Neighbors in Need		\$0	\$739	\$439	\$600	\$420	
Our Church's Wider Mission		\$450	\$0	\$1,710	\$2,790	\$0	
One Great Hour of Sharing		\$570	\$302	\$336	\$320	\$157	
Strengthen the Church		\$175	\$522	\$281	\$345	\$450	
Texas Impact		\$0	\$0	\$0	\$160	\$0	
Youth Mission Trip		\$0	\$0	\$1,597	\$5,219	\$1,176	
All other pass-through items		\$6,306	\$1,700	\$1,526	\$480	\$50	
Subtotal		\$8,564	\$4,980	\$8,397	\$18,743	\$5,186	
TOTAL INCOME		\$272,641	\$249,656	\$323,632	\$269,183	\$263,738	

Tithe.ly Statistics

Unique Users	Net Receipts	Fees to Users	Fees to CCA
13	\$7,892	\$156	\$33

Respectfully submitted,
Bryan Rutherford



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 | Chuck Jackson |
| George Charles Beresheim | 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 | Bert and Mary Margaret Miller |
| VandeStadt | Nodie Murphy |
| Janet Christeson | Elizabeth, Sarah, and Margaret Oakes |
| Isabelle Cole | Julia Pantermuehl |
| Maxine Collings | Hudson and Dorothy Phillips |
| Paul Deisler | Doyal and Tommie Pinkard |
| Louise Froehlich | Betsy and Rollin Russell |
| Olean and Andy Garrett | Marie Scheel |
| Jordan Geer | Mary Elizabeth Scott Smith |
| Ann Bergstresser Graves | Vee, Norma, and Vanessa Tucker |
| Mabel Lee Hinson | Ben White |
| Maxine Hollings | |

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 Contributions	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
2018	128,332	2,400	100,099	4,004

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 was slightly behind budget expenses in 2018.

Offerings/Rent/Misc to Budget	240,988
Endowment to Budget	3,333
Total Income to Budget	244,321
Total Budget Expenses	247,313
Difference	-2,992

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

Assets (12/31/18)

Checking Account	\$17,766
Savings Account	\$2,012
<u>UCF Funds</u>	<u>\$227,471</u>
Total	\$247,249

Liabilities (12/31/18)

SYM Security Deposit	\$2,800
<u>Payroll Liabilities (IRS)</u>	<u>\$1,796</u>
Total	\$4,596

All of our fund balances, except for Sabbatical, are down for the year because of losses in our investment accounts and expenditures (see following page for fund expenditures).

Fund Balances	2017	2018	Difference
Endowment	146,933	128,332	-18,601
General Fund	68,382	61,814	-6,568
Capital Fund	41,064	27,588	-13,476
Special Donation	17,809	11,283	-6,526
Memorial Fund	10,442	8,947	-1,495
Sabbatical	3,879	4,532	653
Music Fund	3,322	3,071	-251
Fine Arts Fund	922	853	-70
Equal Exchange	737	544	-213
Youth Group	25	376	351
El Salvador	5688	61	5,627
Deacons Remembrance	170	51	-119
Deacons Emergency	639	28	-611
Deacons Fundraiser	0	-211	-211

2018 Major Non-Budget Expenditures

<i>Expenditures</i>	<i>Amount</i>	<i>Fund</i>
Roof Repair	\$8,800	Capital
Masonry Repair	\$7,255	Capital
Warming Oven	\$500.	Capital
Appel Room Bathroom	\$5,235	Special Donation
Website Design	\$499	Special Donation
Deacons Emergency	\$600	Deacons Emergency
Remembrance Gifts	\$1,075*	Deacons Remembrance
New Hymnals	\$1,993*	Memorial

*Total cost; see Financial Secretary Report for designated giving for these items.

2018 Pass-through Items. From designated giving and offerings

<i>Organization/Offering</i>	<i>Amount</i>	<i>Comment</i>
Neighbors in Need	\$420	UCC Offering
One Great Hours of Sharing	\$157	UCC Offering
Strengthen the Church	\$450	UCC Offering
Christmas Fund	\$567	UCC Offering
El Salvador	\$5,763	El Salvador Project
Mission Trip	\$825	Participant Fees
Amy Kent	\$365	Baby Shower
Equal Justice Center	\$1,418	Mini-Golf Fundraiser, General Donation
Slumber Falls	\$50	Mattress Fundraiser
Micah 6	\$720	End-of Year Fundraiser

2018 Budget vs. Expenses

Expenses for 2018 almost exactly matched the budget (\$138 over budget). The only large over expenditures were Property Maintenance (\$11,383 compared to a budget of \$6000) and Utilities (\$13,618 compared to a Budget of \$12,500).

Item	2018 Actual	2018 Budget	\$ Over Budget	% of Budget
Pastoral Leadership				
Pastor Salary	68,232	68,265	-33	100%
Pastoral Housing Allowance	25,000	25,000	0	100%
Pastoral Annuity	12,671	13,057	-386	97%
Pastoral Family Insurance	1,358	1,399	-41	97%
Pastoral Ed. & Travel	1,760	1,760	0	100%
Pastoral Leadership Subtotal	109,021	109,481	-460	100%
Cooperative Responsibilities				
Our Church's Wider Mission (OCWM)	10,000	10,000	0	100%
Micah 6	4,000	4,000	0	100%
Austin Interfaith	1,600	1,600	0	100%
Labyrinth	1,000	1,000	0	100%
Back Bay Mission	700	700	0	100%
Ministry to the Homeless	106	600	-494	18%
Religious Coalition Homeless	513	513	0	100%
Interfaith Action Central TX	400	400	0	100%
Equal Justice Center	350	350	0	100%
Texas Impact	300	300	0	100%
Huston-Tillotson University	200	200	0	100%
Cooperative Responsibilities Subtotal	19,169	19,663	-494	97%

Item	2018 Actual	2018 Budget	\$ Over Budget	% of Budget
Local Church Programs				
Office Manager Salary*	18,398	19,760	-1,362	93%
Custodian Salary*	16,341	17,433	-1,092	94%
Musician Salaries	13,804	14,415	-611	96%
Choral Director Salary	8,404	8,405	-1	100%
Sunday School Teacher Salary	5,678	5,835	-157	97%
Nursery Attendant Salary	2,081	2,544	-463	82%
Payroll Expenses*	5,746	5,194	552	111%
Workers Compensation	1,165	1,400	-235	83%
Choral Director Continuing Ed	637	800	-163	80%
Speaker Stipends	750	900	-150	83%
Pastors Discretionary Fund	529	750	-221	71%
Christian Education	901	1,500	-599	60%
Deacons Discretionary	426	1,000	-574	43%
Fun and Fellowship	657	650	7	101%
Music for Worship	172	450	-278	38%
Heart of Texas Association Dues	550	550	0	100%
UCC Meeting	515	700	-185	74%
Parking	3,600	3,600	0	100%
Utilities	13,618	12,500	1,118	109%
Property Insurance	9,698	9,650	48	100%
Property Maintenance	11,383	6,000	5,383	190%
Supplies	2,032	2,000	32	102%
Admin Expenses	1,018	975	43	104%
	118,103	117,011	1,092	101%
Local Church Programs Subtotal				
	1,020	1,020	0	100%
Sabbatical Transfer				
Total Budget	247,313	247,175	138	100%

* Office Manager and Custodian vacation pay are in the Payroll Expenses category

2019 Budget Proposal

The Local Budget is administered through the General Fund, which had a balance on December 31, 2018 of \$61,814. Making use of input from all boards, teams and the Coordinating Council, the Trustees offer the 2019 budget proposal. Most budget items are flat, but a 5% raise is offered to our Office Manager, and 2.5% raises are offered to all other employees. The Board of Trustees is comfortable with this budget given the expected income (Financial Secretary Report) and healthy reserve in the General Fund.

Item	2018 Budget	2019 Request	\$ Difference
Pastoral Leadership	109,481	112,218	2737
Cooperative Responsibilities			
Our Church's Wider Mission (OCWM)	10,000	10,000	0
Micah 6	4000	4,000	0
Austin Interfaith	1,600	1,600	0
Labyrinth	1,000	1,000	0
Back Bay Mission	700	600	-100
Ministry to Homeless	600	600	0
Religious Coalition Homeless ¹	513	513	0
Interfaith Action Central TX	400	300	-100
Equal Justice Center	350	350	0
Texas Impact	300	300	0
Huston-Tillotson University	200	200	0
Austin Sanctuary Network (NEW)	0	200	200
Subtotal	19,663	19,663	0

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

Item	2018 Budget	2019 Request	\$ Difference
Local Church Programs			
Office Manager Salary	19,760	20,748	988
Custodian Salary	17,433	17,869	436
Musician Salaries	14,415	14,775	360
Choral Director Salary	8,405	8,615	210
Sunday School Teacher Salary	5,835	5,981	146
Nursery Attendant Salary	2,544	2,608	64
Payroll Expenses	5,194	5,362	168
Workers Compensation	1,400	1,202	-198
Choral Director Continuing Ed	800	800	0
Speaker Stipends	900	900	0
Pastors Discretionary Fund	750	750	0
Christian Education	1,500	1,500	0
Deacons Discretionary	1,000	1,000	0
Fun and Fellowship	650	650	0
Music for Worship	450	450	0
Heart of Texas Association Dues	550	550	0
UCC Meeting	700	700	0
Parking	3,600	3,600	0
Utilities	12,500	12,500	0
Property Insurance	9,650	9,843	193
Property Maintenance	6,000	7,500	1,500
Supplies	2,000	2,000	0
Admin Expenses	975	975	0
Subtotal	117,011	120,878	3,867
Sabbatical Transfer	1,020	1,020	0
Total Budget	247,175	253,779	6,604

Respectfully submitted,
Gail Christeson
Treasurer

Visioning Task Force Progress Reports

Congregational Church Of Austin, United Church of Christ



Vision Task Force 1– Strengthening Community

For Congregational Meeting – Jan 27, 2019 – Congregational Church of Austin

1: Strengthening Community (Faye Dierksen (chair), Barbara Burnham, John Goff, Jo Jensen, Nodie Murphy, Pam Tucker, Tom Vandestadt)

The Strengthening Community task force was charged with proposing ideas for maintaining and strengthening the sense of community among members and friends of the church. Specifically, we seek to (1) strengthen the “Sunday Experience”, including worship, Christian Education, and activities before and after worship, (2) build personal relationships outside of the Sunday experience, (3) build a sense of communal spirituality while also appreciating our diversity, and (4) improve communication within the CCoA community. Early in our discussions we recognized that building personal relationships outside of church was a “low hanging fruit” that we could address in short order. Our main challenge, we decided, was to figure out how to connect people with common outside interests – things like wine tasting, cooking, kayaking, movie watching, etc. Our church book clubs are a very successful model for developing such relationships, and we posit that, if groups of common interests can be identified, new and more diverse “clubs” may be formed. To accomplish this, we put together a poll, which can be filled out either on line or on paper, to survey the interests of the Congregation as well as any special needs of individuals for meeting outside of Sunday services. That was just distributed as of the writing of the report; we hope to have some results by Annual Meeting.

Our task force also discussed various aspects of the Sunday Experience, but do not have specific recommendations at this time. For example, we explored the importance of traditional vs. non-traditional elements during services. We also recognized the challenges we face for Sunday School, given the small size of our congregation and dispersion of members across the city, in terms of attendance for both younger and older age groups. Concerns were also raised that the curriculum may need revising, with greater emphasis on instruction and learning bible stories and less on arts and crafts. We felt that additional fact finding was needed, specifically in regards to the needs/wants/expectations of both parents and children as well as Christian Education coordinators.

Respectfully submitted
John Goff

Vision Task Force 3- Accessibility and Flexibility of our Facilities

Report of Annual Congregational Meeting on Jan. 27, 2019

The Visioning Task Force on Accessibility and Flexibility is charged with proposing ideas for improving our present space and use of it, with a focus on accessibility and flexibility, including:

Working with our present space configuration and resources (fellowship hall table, pews, larger open spaces, down-stairs, storage) to improve the worship experience, the church community, and church operations;

Utilizing our present space and resources to further the mission of the church and outreach;

Improving the accessibility of the building and grounds to members, partners, and the people we serve, including physical accessibility like ramps and parking, online access, etc.;

Seeking ways we can be more proactive in addressing these issues in the future.

The members of this Task Force are Dave Ross, Bill Mueller, Kay Pruett, Jaime Hadley, Carolyn Thompson, Andy Dirksen, and Liz Nash. We have met four times and are in the process of visiting several other congregations to see how they use their space.

We have talked about the activities taking place in our buildings and the type space each needs. We have looked at the space we have, including a thorough tour of the buildings and grounds, and how it might be better used.

Need better signage regarding wheelchair accessible entrance; info on web site regarding accessible parking, and a general sprucing up of the exterior.

We know that many members value the traditional appearance of our sanctuary, but we would also like to make the space more flexible. There has been much discussion about how using chairs instead of pews would give us the option of arranging the seating in various ways for particular events such as discussion groups or meals.

After much discussion about the large table in fellowship hall the general opinion is that two or three smaller tables would work just as well and could be configured in various ways. We would like to make room for several small conversation areas around café tables.

Need more education around use of microphone so everyone can hear, and an updated public address and audiovisual system.

Respectfully submitted,
Carolyn Thompson

Vision Task Force 4 – Church and Neighborhood Development

For Congregational Meeting – Jan 27, 2019 – Congregational Church of Austin

Task Force 4 on Church and Neighborhood Development has been tasked with assessing the prospects for our church and ministries in our rapidly changing neighborhood. This includes particularly whether there are development options open to us that could bolster and increase our long-term resources, stability, and relevant ministries as they evolve over the next, say, 20-50 years. The chart on the next page highlights one reason to be mindful of our long term resources.

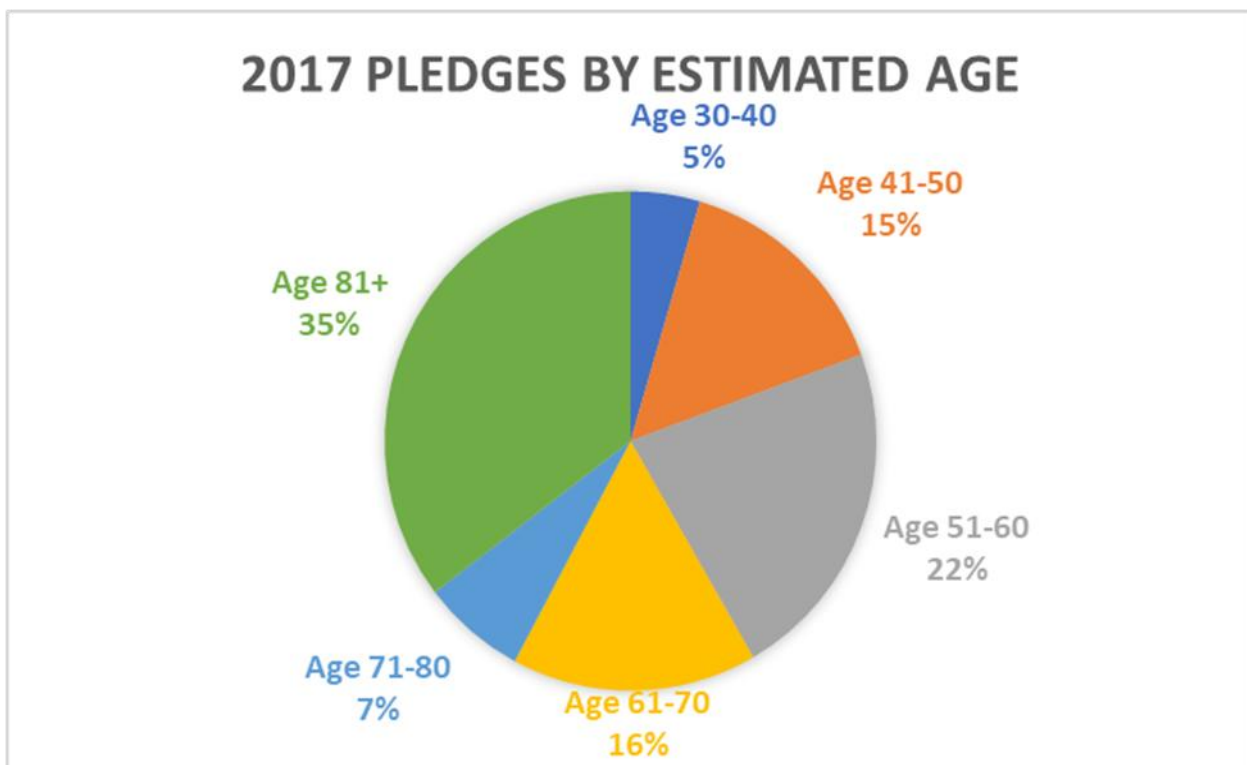
We have been gathering a deeper understanding – to share with our congregation – about the ongoing dramatic development of commercial and church properties in our neighborhood. We have had in-depth conversations with key people at the University Baptist Church, St. Austin’s Catholic Church, and the University Area Partners neighborhood association about development projects churches are continuing to undertake. We hope to pursue additional discussion with the Lutheran Ministries, the Methodist Wesley House, the Baptist General Convention of Texas, and likely other knowledgeable people and groups. We have been learning about how some congregations are going about development to substantially strengthen their resources and facilities, with minimal direct cost, while thoughtfully trying to meet the critical challenges around congregational sensibilities, continuity, and unity. Simultaneous with these external inquiries, we have begun to thoughtfully reflect on the needs of our church and its ministries in the coming decades and on how to expand the reflection started within our Task Force into a larger congregation-wide reflection.

Our envisioned next steps are:

- (1) to continue gathering information and understanding about different models for property development projects being undertaken now by churches and religious institutions in our University neighborhood;
- (2) to conduct soon a briefing and discussions among our congregation to share what we are learning so far about what other churches in our neighborhood are doing and to evaluate the potential opportunities for our congregation and its ministries presented by various different development models – including benefits, feasibility, costs, challenges and risks;
- (3) to work with our trustees to assess our church’s financial trajectory, challenges, and opportunities in the upcoming decades;
- (4) to work with our sister Task Force that is evaluating our existing infrastructure and the need for and feasibility of potential improvements and modifications;
- (5) to sustain an ongoing conversation and process within our church to shape our ministries, infrastructure, and financial resources in a way that will remain viable for the coming decades.

Report by Vision Task Force 4 – Church and Neighborhood Development
For Congregational Meeting – Jan 27, 2019 – Congregational Church of Austin

The chart below illustrates one point of understanding that the Task Force feels is likely relevant to our thoughtful long-term vision about the resources we will need to sustain our stewardship of the church and its mission and ministries into the future.



Respectively submitted,
Bill Beardall