

**Friends Congregational Church, United Church of Christ**  
Congregational Meeting  
October 10, 2021



**AGENDA**

1. Welcome and Call to Order – Cathy Hansen, Moderator
2. Opening Prayer – Pastor Dan De Leon
3. Introductions – Cathy Hansen
4. Review minutes from June 13, 2021, Congregational Meeting – Vice Moderator Jackie Womack
5. A look at where we are now – Pastor Dan
6. Process of the Statement of Faith and Mission – Cathy Hansen
7. Historical perspective – Cathy Hansen
8. Proposed 2022 Statement of Faith and Mission – Cathy Hansen and Acting Treasurer, Theresa Walker
9. Proposed 2022 Narrative Budget – Pastor Trent Williams
10. A Look Ahead – Pastor Trent
11. Adjourn – Cathy Hansen

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Congregational Meeting  
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**Friends Congregational Church-United Church of Christ**  
**CONGREGATIONAL MEETING MINUTES**

Zoom Meeting

**June 13, 2021**

(Due to COVID 19, we determined to meet via Zoom.)

1. **Opening Prayer** -- Rev Christine Tata led us in prayer.
2. **Call to Order**-- Meeting was called to order by Kelly Wellman, Moderator, at 1:02. Fifty-five members were in attendance so a quorum was established.
3. **Review minutes from January 17, 2021, meeting-- Cady Engler moved that minutes be accepted as submitted. Andy Tag seconded the motion. Motion carried.**
4. **2020-21 Annual Report** has been available on- line for 2 weeks for church members to review. Leaders were given an opportunity to share in their reports.

**Kelly Wellman, Moderator**, highlighted a few initiatives that moved forward this year despite the COVID-19 pandemic and two major weather events—a freeze on February 16<sup>th</sup> and a hailstorm on April 8<sup>th</sup>. Those initiatives include 1) the formation of a Finance Committee, 2) Investing Funds in United Church Funds, and 3) Development of a Personnel Review Process for our senior pastor with the intent to replicate this process for paid church staff positions. Kelly also reminded us that following our study of a new vision for Friends— "Rooted in the way of Christ we strive to be a community of God's radical inclusion and extravagant welcome," over 20 new friends signed our Friends Church membership book. This growth during the pandemic speaks to living our vision.

**Robin Miller, Christian Education**— shared that the Christian Ed. challenge has been to stay connected. We went to a virtual Christmas pageant. We connected by visiting children/youth in their homes and delivering fun activities. In March we came back in person. We did Easter egg hunt this year. We had graduate recognition during worship. Youth will do a virtual mission trip in July 2021.

**Kathleen Witte Ninke, Outreach and Evangelism**—They represented Friends at the Rainbow Fair at TAMU. Last week they participated in a resource fair in person at Halo. The *Epistle* is a quarterly publication that has been started at Friends to highlight some of the things that have been going on with our church.

**Susan Fontaine, Property**—Feb 16<sup>th</sup> our church was hit by a freeze. We should be getting \$44,000 from our insurance to cover the damage. Drywalls and repainting have been done. Kitchen will be redone. Hail damage claim was submitted because of hailstorm on April 8<sup>th</sup>. Two new HVAC units will be installed. Once repairs are complete, we will get \$25,000 check. We are delaying our siding project due to extensive other property issues.

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**Angela Calise Jackson, Programs-** Spiritual life—4 new small groups have been started. Fellowship night has held several events.

**5. Elect New Leaders**—Jill Fouch presented the slate of officers.

Vice Moderator: Jackie Womack  
Deputy Moderator Programs: Jodie Robinson  
Church Council Secretary: Toni Klemm  
Congregational Representative: Jacque Halverson  
Diversity, Equity and Inclusion: Tami Dudo  
Property Chair: Susan Fontaine  
Financial Secretary: David Ford  
Spiritual Life Chair: Cameron Rollwitz  
Christian Education Chair: Robin Miller  
Fellowship Chair: TBD  
Senior Pastoral Relations: Kenny Wiley  
Associate Pastoral Relations: Victoria Junek  
Youth Representative Trustee: Owen Troy  
Youth Representative Programs: Kat Fouch

Brian Blake volunteered to serve as the Fellowship Chair. (A cheer went up!) **Angela Calise Jackson moved approval of the slate of offers with the addition of Brian Blake as Fellowship Chair. Tom Vogel seconded the motion. Motion carried.**

**6. Adjourn** -Kelly asked for a motion to adjourn. Anne Wehrly expressed a tribute and a huge thank you to Kelly for her leadership throughout her tenure as moderator.

**Kenny Wiley moved and Brian Blake seconded that we adjourn the meeting. Motion carried.** Meeting was adjourned at 1:41.

Respectfully and Faithfully Submitted,  
Anne Wehrly, Church Council Secretary

Friends Congregational Church UCC  
2022 DREAM BUDGET  
CONGREGATIONAL MEETING - OCTOBER 10, 2021

	2019 ACTUAL	2020 ACTUAL	2021 PROJECTED	2021 BUDGET	2022 DREAM BUDGET	Difference	Comments
<b>Expenses</b>							
<b>3000 Administrative</b>							
3010 Denominational Conferences	573.43	0.00	0.00	500.00	500.00	-	
3011 Congregational Meeting Expenses	0.00	0.00	0.00	500.00	0.00	(500.00)	
3020 Copier Service	5,218.47	3,732.00	4,865.00	3,744.00	4,272.00	528.00	\$356/mo
3021 Excess Copies (Overage/Color)	0.00	2,082.60	1,020.60	1,200.00	1,200.00	-	
<b>3030 Dues</b>							
3031 Heart of Texas Association	1,189.92	1,100.00	995.04	1,310.00	1,310.00	-	
3032 UCM (United Campus Ministry)	1,895.79	1,749.06	1,750.00	1,750.56	1,750.56	-	
3033 OCWM	5,250.00	5,250.00	5,250.00	5,250.00	5,250.00	-	
3034 Texas Impact	100.00	100.00	100.00	100.00	100.00	-	
3035 Friends of the Conference		100.00	100.00	100.00	100.00	-	
<b>Total 3030 Dues</b>	<b>\$ 8,435.71</b>	<b>\$ 8,299.06</b>	<b>\$ 8,195.04</b>	<b>\$ 8,510.56</b>	<b>\$ 8,510.56</b>	<b>-</b>	
3050 Financial Services	1,666.44	1,709.32	7,811.00	8,220.00	8,220.00	-	
3070 Insurance - Property	9,803.50	7,995.00	13,325.00	9,065.00	13,724.75	4,659.75	Increase from 2021 to 2022 plus 3%
3080 Bank /VANCO/VENMO/Online Fees	1,067.42	2,788.69	2,719.00	1,300.00	2,871.00	1,571.00	Church Office Online fees/BNB fee
3090 Mortgage	20,210.31	21,305.64	20,210.64	20,210.64	20,210.64	-	
3100 Office Supplies	1,341.94	1,601.47	1,500.00	2,250.00	2,250.00	-	
3110 Postage and Delivery	554.93	426.60	375.00	600.00	600.00	-	
<b>3120 Utilities</b>							
3121 Gas & Electric	10,201.25	8,858.19	9,500.00	9,500.00	8,185.00	(1,315.00)	Based on historical data
3122 Internet	1,051.60	1,035.57	1,055.00	1,055.00	1,555.00	500.00	Based on historical data
3123 Telephone	1,842.74	1,128.08	1,057.00	924.00	1,057.00	133.00	Based on historical data
3124 Recycling Expense	37.53	34.77	38.00	38.16	38.16	-	
<b>Total 3120 Utilities</b>	<b>\$ 13,133.12</b>	<b>\$ 11,056.61</b>	<b>\$ 11,650.00</b>	<b>\$ 11,517.16</b>	<b>\$ 10,835.16</b>	<b>\$ (682.00)</b>	
<b>3160 Technology</b>							
3161 Website Hosting	485.21	296.87	859.00	0.00	350.00	350.00	Monthly fee for website
3162 Electronic Newsletter	465.00	540.00	540.00	540.00	540.00	-	
3163 Computer Software	1,239.80	1,647.21	1,954.48	2,714.00	2,714.00	-	
3164 Computer Equipment	0.00	503.36	100.00	300.00	1,100.00	800.00	Increase for Admin Asst Computer
3165 Audio Equipment	0.00	0.00	687.00	1,800.00	1,800.00	-	
3166 Video Conferencing Service	0.00	547.37	1,087.00	0.00	1,088.00	1,088.00	Increase based on historical data
3167 Church Streaming	0.00	1,476.00	1,568.00	0.00	1,600.00	1,600.00	Increase based on historical data
<b>Total 3160 Technology</b>	<b>\$ 2,190.01</b>	<b>\$ 5,010.81</b>	<b>\$ 6,795.48</b>	<b>\$ 5,354.00</b>	<b>\$ 9,192.00</b>	<b>\$ 3,838.00</b>	
<b>Total 3000 Administrative</b>	<b>\$ 67,225.43</b>	<b>\$ 67,881.40</b>	<b>\$ 78,466.76</b>	<b>\$ 72,971.36</b>	<b>\$ 82,386.11</b>	<b>\$ 9,414.75</b>	
<b>4000 Programs</b>							
<b>4010 Christian Education</b>							
4011 Curriculum	896.07	0.00	700.00	1,005.00	725.00	(280.00)	
4012 Supplies	6.71	167.30	423.00	1,250.00	300.00	(950.00)	
4013 Vacation Bible School	0.00	0.00	0.00	50.00	0.00	(50.00)	
4014 Youth Group	114.15	60.60	45.96	500.00	1,000.00	500.00	
4015 Confirmation	223.08	0.00	0.00	300.00	300.00	-	
<b>Total 4010 Christian Education</b>	<b>\$ 1,240.01</b>	<b>\$ 227.90</b>	<b>\$ 1,168.96</b>	<b>\$ 3,105.00</b>	<b>\$ 2,325.00</b>	<b>\$ (780.00)</b>	
<b>4020 Evangelism</b>							
4021 Other Advertising (Print)		0.00	0.00	3,000.00	2,000.00	(1,000.00)	
4022 B/CS Eagle	401.65						
4023 Evangelism Misc	114.64	271.89	705.34	1,250.00	1,000.00	(250.00)	

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4024 Radio	0.00	0.00	0.00	0.00	750.00	750.00	Radio ad - air time
4027 Internet Advertising	0.00	0.00	400.00	1,200.00	1,000.00	(200.00)	
<b>Total 4020 Evangelism</b>	<b>\$ 516.29</b>	<b>\$ 271.89</b>	<b>\$ 1,105.34</b>	<b>\$ 5,450.00</b>	<b>\$ 4,750.00</b>	<b>\$ (700.00)</b>	
4030 Fellowship	2,111.23	750.06	1,500.00	2,600.00	2,600.00	-	
4040 Mission							
4041 Brazos Church Pantry	500.00	1,000.00	500.00	500.00	500.00	-	
4043 Missions Misc	0.00	0.00	0.00	100.00	100.00	-	
4044 Family Promise	500.00	1,000.00	500.00	500.00	500.00	-	
4045 BIIN	500.00	1,000.00	500.00	500.00	500.00	-	
4046 Sustainability Team	185.39	0.00	0.00	100.00	100.00	-	
4047a Feast of Caring	100.00	0.00	500.00	500.00	500.00	-	
4047b Faith Inclusion & Disability Awareness	182.00	100.00	0.00	200.00	700.00	500.00	
4047c Community Conversations Series	0.00	0.00	0.00	100.00	100.00	-	
4047f Rise Against Hunger	500.00	0.00	0.00	500.00	500.00	-	
4048a Homeless Advocacy Group	0.00	1,000.00	1,641.19	1,300.00	1,300.00	-	
4048b BISD Initiative	0.00	87.87	30.44	300.00	300.00	-	
4048c Back Bay Hygiene Kits	0.00	0.00	250.00	250.00	250.00	-	
4048d ASL Interpreter	0.00	0.00	0.00	3,900.00	0.00	(3,900.00)	
<b>Total 4040 Mission</b>	<b>\$ 4,164.21</b>	<b>\$ 4,187.87</b>	<b>\$ 3,921.63</b>	<b>\$ 8,750.00</b>	<b>\$ 5,350.00</b>	<b>\$ (3,400.00)</b>	
4050 Nurture	331.34	534.73	\$ 300.00	1,386.00	500.00	(886.00)	
4060 Spiritual Life	712.19	106.08	0.00	1,000.00	1,000.00	-	
4070 Worship							
4070b Worship Music Ministry							
4072 Music Copyright	291.00	0.00	0.00	681.00	681.00	-	
4073 Guest Musicians	79.57	144.00	1,500.00	1,500.00	1,500.00	-	
4074 Music	2,500.00	1,968.43	3,000.00	3,000.00	3,000.00	-	
4075 Piano Tuning	185.00	0.00	400.00	400.00	400.00	-	
<b>Total 4070b Worship Music Ministry</b>	<b>\$ 3,055.57</b>	<b>\$ 2,112.43</b>	<b>\$ 4,900.00</b>	<b>\$ 5,581.00</b>	<b>\$ 5,581.00</b>	<b>-</b>	
4071 Supplies & Misc	2,420.19	2,429.04	\$ 3,686.00	5,371.00	3,500.00	(1,871.00)	Based on historical expenses
<b>Total Worship</b>	<b>5,475.76</b>	<b>4,541.47</b>	<b>8,586.00</b>	<b>10,952.00</b>	<b>9,081.00</b>	<b>(1,871.00)</b>	
<b>Total 4000 Programs</b>	<b>\$ 14,551.03</b>	<b>\$ 10,620.00</b>	<b>\$ 16,581.93</b>	<b>\$ 33,243.00</b>	<b>\$ 25,606.00</b>	<b>\$ (7,637.00)</b>	
5000 Trustees							
5010 Building & Property							
5010c Major Repairs	19,500.00	19,000.00	20,000.00	20,000.00 *	20,000.00	-	\$20k Siding & Windows
5011 Mowing Services	5,040.00	3,780.00	6,720.00	6,195.00	5,544.00	(651.00)	
5012 Pest Control	630.00	360.00	360.00	540.00	567.00	27.00	
5013 Maintenance	3,158.77	6,233.45	3,313.00	7,100.00	10,100.00	3,000.00	Maintenance on Playground/Fountain
5014 Supplies	612.80	404.00	657.00	2,000.00	2,000.00	-	
5015 Custodian	8,570.16	8,570.16	8,570.00	9,627.00	9,827.00	200.00	
5017 HVAC Maintenance	5,571.83	1,897.69	4,822.00	5,000.00	5,000.00	-	
5019 Accessibility Improvements	0.00	497.54	1,340.00	10,000.00	5,000.00	(5,000.00)	
<b>Total 5010 Building &amp; Property</b>	<b>\$ 43,083.56</b>	<b>\$ 40,742.84</b>	<b>\$ 45,782.00</b>	<b>\$ 60,462.00</b>	<b>\$ 58,038.00</b>	<b>\$ (2,424.00)</b>	
							* Funding for capital projects for the playground and fountain upgrades will be pursued outside of the budgeting process.
5020 Guest Ministers	400.00	0.00	0.00	400.00	400.00	-	
5040 Payroll Taxes	3,545.04	4,067.57	4,519.00	4,560.00	4,560.00	-	

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5041 Worker's Compensation Premium	594.00	742.00	723.00	723.00	723.00	-	
5050 Personnel Advertising	240.07	0.00	0.00	300.00	300.00	-	
5070 Stewardship	260.69	0.00	250.00	250.00	250.00	-	
5071 Pastor Discretionary Fund	542.77	-328.83	300.00	500.00	500.00	-	
5072 Associate Pastor Discretionary Fund	20.00	225.00	210.00	200.00	200.00	-	
5080 Member-in-Discernment Support	1,600.00	2,200.00	1,455.00	2,400.00	1,200.00	(1,200.00)	
5081 Pastoral Intern		0.00	2,080.00	0.00	6,240.00	6,240.00	
5090 Pastor (Sabbatical Fill)	0.00	0.00	9,121.12	6,518.00	12,000.00	5,482.00	
5091 Associate Pastor (Sabbatical Fill)	0.00	0.00	0.00	0.00	12,000.00	12,000.00	
5100 Personnel							
5110 Pastor							
5110A Pastor Salary							
5111 Pastor Salary	34,576.92	36,302.16	36,482.75	36,482.75	37,856.97	1,374.22	3% COLA
5112 Parsonage	33,977.16	35,676.00	36,482.75	36,482.75	37,856.97	1,374.22	3% COLA
5112a Social Security Offset	5,198.88	5,458.44	5,581.86	5,581.86	5,792.12	210.26	
<b>Total 5110A Pastor Salary</b>	<b>\$73,752.96</b>	<b>\$77,436.60</b>	<b>\$78,547.36</b> ##	<b>\$78,547.36</b>	<b>\$81,506.06</b>	<b>\$ 2,958.70</b>	
5110B Pastor Benefits							
5113 Pension	7,510.88	7,972.35	8,026.21	8,026.21	8,328.53	302.32	11% of salary
5114 403b	2,038.68	2,140.56	2,188.85	2,188.85	2,271.42	82.57	3% of salary
5121 Health Insurance	6,452.36	6,840.96	6,840.96	6,840.96	6,840.96	0.00	\$25,584 allowance available
5122 Life and Disability Insurance	483.96	403.30	480.00	1,070.28	1,135.71	65.43	1.5% of salary
<b>Total 5110B Pastor Benefits</b>	<b>\$ 16,485.88</b>	<b>\$ 17,357.17</b>	<b>\$ 17,536.02</b> ##	<b>\$ 18,126.30</b>	<b>\$ 18,576.62</b>	<b>\$ 450.32</b>	
5110C Pastor Professional Ministry	0.00						
5120 Continuing Education	665.09	528.62	538.00	600.00	600.00	-	
5123 Mileage	0.00	0.00	0.00	1,500.00	1,500.00	-	
5124 Professional Expenses	924.62	78.23	116.00	600.00	600.00	-	
5126 Other Travel Expenses	275.61	0.00	100.00	500.00	500.00	-	
<b>Total 5110B Pastor Professional Ministry</b>	<b>\$ 1,865.32</b>	<b>\$ 606.85</b>	<b>\$ 754.00</b>	<b>\$ 3,200.00</b>	<b>\$ 3,200.00</b>	<b>-</b>	
<b>Total 5110 Pastor</b>	<b>\$ 92,104.16</b>	<b>\$ 95,400.62</b>	<b>\$ 96,837.38</b> ##	<b>\$ 99,873.66</b>	<b>\$ 103,282.68</b>	<b>\$ 3,409.02</b>	
5130 Associate Pastor							
5130A Associate Pastor Salary							
5131 Associate Pastor Salary	27,000.00	30,211.90	28,454.19	28,454.19	31,589.65	3,135.46	Equity Increase
5132 Parsonage	26,500.00	27,825.00	28,454.19	28,454.19	31,589.65	3,135.46	Equity Increase
5132a Social Security Offset	4,054.44	3,142.25	4,353.49	4,353.49	4,833.22	479.73	
<b>Total 5130A Associate Pastor Salary</b>	<b>57,554.44</b>	<b>61,179.15</b>	<b>\$ 61,261.87</b> #	<b>\$ 61,261.87</b> #	<b>\$ 68,012.52</b>	<b>\$ 6,750.65</b>	
5130B Associate Pastor Benefits							
5133 Pension	6,046.98	6,382.96	6,259.92	6,259.92	6,949.72	689.80	11% of salary
5134 403b	1,645.04	1,530.43	1,707.25	1,707.25	1,895.38	188.13	3% of salary
5136 Health Insurance	17,454.87	22,294.00	22,263.00	22,263.00	24,252.00	1,989.00	\$24,252 allowance available
5137 Life and Disability Insurance	0.00	0.00	0.00	834.75	947.69	112.94	1.5% of salary
<b>Total 5130B Associate Pastor Benefits</b>	<b>\$ 25,146.89</b>	<b>\$ 30,207.39</b>	<b>\$ 30,230.17</b> ##	<b>\$ 31,064.92</b>	<b>\$ 34,044.79</b>	<b>\$ 2,979.87</b>	
5130C Associate Pastor Professional Ministry							
5135 Continuing Education	50.00	249.82	300.00	600.00	600.00	-	
5138 Mileage	157.76	0.00	0.00	250.00	250.00	-	
5138b Other Travel Expenses	0.00	0.00	0.00	65.00	65.00	-	
5139a Professional Expenses	525.73	25.15	50.00	250.00	250.00	-	

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<b>Total 5130C Assoc. Pastor Professional Ministry</b>	\$ 733.49	\$ 274.97	\$ 350.00	\$ 765.00	\$ 1,165.00	400.00	
<b>Total 5130 Associate Pastor</b>	\$ 83,434.82	\$ 91,661.51	\$ 91,842.04 ##	\$ 93,091.79	\$ 103,222.31	\$ 10,130.52	
<b>5140 Wages</b>							
5141 Administrative Assistant	10,380.50	15,957.32	24,700.00	24,700.00	25,441.00	741.00	3% COLA
5142 Childcare workers	2,319.62	3,106.46	2,442.00	5,418.00	5,418.00	-	
5143 Director of Music Ministries	25,959.32	26,393.00	26,989.82	26,989.82	31,200.00	4,210.18	Equity Increase
5144 Pianist	7,680.66	8,320.43	8,913.00	10,368.90	15,600.00	5,231.10	Increase in Pianist rate
5144b Administrative Merit	0.00	0.00	0.00	1,033.65	3,848.31	2,814.66	
5145 AV Technician/Personnel	0.00	0.00	0.00	5,760.00	5,760.00	-	
<b>Total 5140 Wages</b>	\$ 46,340.10	\$ 53,777.21	\$ 63,044.82	\$ 74,270.37	\$ 87,267.31	\$ 12,996.94	
<b>Total 5100 Personnel</b>	\$ 222,441.85	\$ 240,839.34	\$ 251,724.24	\$ 267,235.82	\$ 293,772.30	\$ 26,536.48	
<b>Total 5000 Trustees</b>	\$ 282,102.23	\$ 288,487.92	\$ 314,084.36	\$ 343,548.82	\$ 390,183.30	\$ 46,634.48	
<b>Total Expenses</b>	\$ 363,888.69	\$ 366,989.32	\$ 409,133.05	\$ 449,763.18	\$ 498,175.41	\$ 48,412.23	