

Friends Congregational Church, United Church of Christ
Congregational Meeting
October 11, 2020



1. Opening Prayer
2. Call to Order
3. Review minutes from June 14, 2020 meeting
4. Review 2021 Dream Budget – Proposed Statement of Faith
5. Announcements – Vanco Giving Platform
6. Adjourn

Friends Congregational Church-United Church of Christ
Annual Congregational Meeting
Zoom Meeting
JUNE 14, 2020

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

Trent offered a prayer .

The meeting was called to order by Kelly Wellman, Moderator, at 12:24. There were 65 members signed in attendance which established a quorum.

Minutes were provided by Anne Wehrly, Council Secretary. **Cady Engler moved that the minutes be approved as presented. Motion was seconded by Georgianne Moore. Motion passed.**

Kelly Wellman had provided a link to the 2019-2020 Annual Report. Various members asked to provide a brief verbal report.

Kelly said that her first year was “Ad Hoc Teams, Strategic Planning and Pandemic, Oh My!” Worship ad hoc team, Strategic planning for our vision and mission, Endowment and finance giving team, Communications committee to address (website, social media, enews, etc.), Emergency Planning team. Kelly thanked the staff who have kept the church services live. Dan and Trent, Chris Hoffman, Andy Tag.

Angela Calise gave Programs report highlighting the activities of each of the Program ministries (see Annual Report for details).

Lauren Vasseli reported on Outreach work as well as the work that has been done through the Communications Ad hoc committee.

Jess Wade reported on the Worship committee as well as the odyssey towards bringing the two services to life in February.

Chuck Rhea from Property—music library, lines on parking lot, AC has been fixed, Matrix has installed the security system, no building rentals, carpet and tile cleaning done with disinfectant, new main entry doors possibly, siding outside has been fixed.

Kristen Harper reported on activities of the Friends Youth Group. They have met from 5:30-7:00 on Sundays. In the fall, they met 17 times. 25 participated in Challenge Course, the most attended activity. In the spring the youth met 7 times live and now are meeting on Zoom. They have decided to continue to meet via Zoom during the summer. Mission trips were cancelled, and money was refunded.

Sue Ambrus reported on Personnel. The hiring of Kate Rabe was a highlight as she has been doing an amazing job. We will be hiring childcare workers when we meet in person. She thanked everyone for support.

Bylaws and Constitution proposed changes were presented by Kelly Wellman. She explained that proposed changes —Reflect current Process, Best Practices, Operational improvement, Support of 2020 Strategic Plan.

Proposed changes for bylaws are as follows:

BY-LAWS

Reflect Current Process

- Senior & Associate Pastor distinctions for Pastoral Relations Team members
- Trustees Moderator not involved in Statement of Faith and Mission

Best Practice

- Spiritual Growth Life
- Outreach and Evangelism
- Clarify annual reviewer:
 - Pianist → Director of Music Ministry
 - Director of Music Ministry → Sr. Pastor
 - Associate Pastor → Sr. Pastor
 - Sr. Pastor → Council

Operational Improvement

- Senior Congregational Representative lead annual Nominating Committee
- Establish Finance Committee
 - Define purpose
 - Define membership

Support Strategic Plan

- Add Diversity & Inclusion Representative to Church Council
 - Added to even year elections
 - Define duties



Kelly asked for any questions and comments. Request for screen sharing. **Cecelia Hawkins moved and Andrew McNeely seconded the motion that the proposed bylaw changes be accepted. Motion carried.**

CONSTITUTION

Reflect Current Process

Best Practice

Operational Improvement

Support Strategic Plan

- Spiritual Growth Life
- Outreach and Evangelism
- Clarify annual reviewer:
 - Pianist → Director of Music Ministry
 - Director of Music Ministry → Sr. Pastor
 - Associate Pastor → Sr. Pastor
 - Sr. Pastor → Council

- Finance Committee will be responsible for presenting the Annual Statement of Faith and Mission



Nancy Bertsch moved and Katy Stewart seconded the motion that we accept proposed changes to the Constitution. Motion carried. (61 yes 2 abstain)

Kelly recognized and thanked our **Outgoing Church Leaders:**

Outgoing Church Leaders	
Lauren Vaselli-Outreach	Sue Ambrus-Personnel
Jackie Womack- Congregational Rep	Jon Maxwell- Stewardship
Kevin Graham -Fellowship -	Theresa Walker-Treasurer
Andrew McNeely- Justice and Mission	Ella Maxwell-Youth Representative
Sally Manthi- Moderator of Trustees	Patrick Redmill- Senior Pastoral Relations
Pam & Cady Engler-Nuture	Emma Day-Genett Associate Pastoral Relations

Nominating Committee Report

Jackie Womack, Chair nominating committee and Congregational Representative introduced her nominating committee: Jill Fouch, Christine Gravelle, Wayne Hammon, Dan DeLeon (Ex Officio) Proposed slate of officers:

Proposed Church Leaders	
Anna Transue -Outreach	Lauren Puente-Personnel
Brian Gilson -Congregational Rep	Carl Fahrenwald - Stewardship
Loretta Mendez -Treasurer-	Janet Richards Worship
Andrew McNeely- Justice and Mission	Collin Arledge- Senior Pastoral Relations
Moderator of Trustees—Bill Harper	Chris Abbott- Associate Pastoral Relations
Christina Ramirez- Nurture	

Linda Coats moved and Cady Engler seconded the motion that the proposed slate of officers be accepted. Motion carried.

Kathy Langlotz, representing Senior Pastoral Relations committee, announced that Pastor Dan is due for 3 months of sabbatical during the years 2018-2021. He had planned to take a month of sabbatical after Easter, but due to COVID 19 he did not. The Senior Pastoral Relations committee will be working with Dan to find a workable time. Members of the congregation were very supportive of Dan taking time as needed.

Tom Vogel moved and Katy Steward seconded that the meeting be adjourned. Motion carried. Meeting was adjourned at 1:30.

Respectfully submitted,

Anne Wehrly, Council Secretary

**Friends Congregational Church UCC
2021 DREAM BUDGET**

	2020 Budget	2021 Dream Budget	Difference	Percent Change	
Income					
2000 Donation Income					
2010 Pledge	328,996.00	328,996.00	0.00	0%	2020 Pledges received
2020 Offering	95,612.36	92,831.80	(2,780.56)	-3%	Based on 2020 actual donations as of 9/20
Total Donation Income	\$ 424,608.36	421,827.80	(2,780.56)	-1%	
Total Income	\$ 424,608.36		(424,608.36)	-100%	
Expenses:					
3000 Administrative					
3010 Conferences	500.00	500.00	0.00	0%	
3011 Miscellaneous Expenses - Congregational Meetings	500.00	500.00	0.00	0%	
3020 Copier Service	3,744.00	3,744.00	0.00	0%	Copier contract only
3021 Excess Copies	1,200.00	1,200.00	0.00	0%	Excess copy cost
3030 Dues				#DIV/0!	
3031 Heart of Texas Association	1,310.00	1,310.00	0.00	0%	Based on 2020 Membership of 262 reported to SCC
3032 UCM (United Campus Ministry)	1,750.56	1,750.56	0.00	0%	
3033 OCWM	5,250.00	5,250.00	0.00	0%	
3034 Texas Impact	100.00	100.00	0.00	0%	
3xxx Friends of the Conference	100.00	100.00	0.00	0%	
Total 3030 Dues	\$ 8,510.56	\$ 8,510.56	0.00	0%	
3050 Financial Services	1,720.00	8,220.00	6,500.00	378%	to include new CPA Services
3070 Insurance - Property	9,065.00	9,065.00	0.00	0%	
3080 Bank / VANCO Fees/VENMO Fees/Pay Pay/Tracfone	1,300.00	1,300.00	0.00	0%	Increase in number of transaction fees/Web hosting fee
3090 Mortgage	20,210.64	20,210.64	0.00	0%	
Total 3090 Mortgage	\$ 20,210.64	\$ 20,210.64	0.00	0%	
3100 Office Supplies	2,250.00	2,250.00	0.00	0%	
3110 Postage and Delivery	600.00	600.00	0.00	0%	
3120 Utilities					
3121 Gas & Electric	9,500.00	9,500.00	0.00	0%	Based on previous 12 months expenses
3122 Internet	1,055.00	1,055.00	0.00	0%	
3123 Telephone	924.00	924.00	0.00	0%	
3124 Recycling Expense	38.16	38.16	0.00	0%	
Total 3120 Utilities	\$ 11,517.16	\$ 11,517.16	0.00	0%	
3160 Technology					

3161 Website Hosting	0.00	0.00	0.00	
3162 Electronic Newsletter	540.00	540.00	0.00	0%
3163 Computer Software	2,114.00	2,714.00	600.00	28%
3164 Computer Hardware	300.00	300.00	0.00	0%
3165 Audio Hardware	1,800.00	1,800.00	0.00	0%
Total 3160 Technology	4,754.00	\$ 5,354.00	600.00	13%
Total 3000 Administrative	\$ 65,871.36	\$ 72,971.36	7,100.00	11%
4000 Programs				
4010 Christian Education				
4011 Curriculum	1,005.00	1,005.00	0.00	0%
4012 Supplies	1,250.00	1,250.00	0.00	0%
4013 Vacation Bible School	50.00	50.00	0.00	0%
4014 Youth Group	500.00	500.00	0.00	0%
4015 Confirmation	300.00	300.00	0.00	0%
Total 4010 Christian Education	3,105.00	\$ 3,105.00	0.00	0%
4020 Evangelism				
4XXX Print Advertising	0.00	3,000.00	3,000.00	#DIV/0!
4022 B/CS Eagle	0.00	0.00	0.00	#DIV/0!
4023 Evangelism Misc	650.00	1,250.00	600.00	92%
4024 Radio	0.00	0.00	0.00	#DIV/0!
4027 Internet Advertising	1,170.00	1,200.00	30.00	3%
Total 4020 Evangelism	1,820.00	\$ 5,450.00	3,630.00	199%
4030 Fellowship	2,600.00	2,600.00	0.00	0%
4040 Mission				
4041 Brazos Church Pantry	500.00	500.00	0.00	0%
4043 Mission Misc.	50.00	100.00	50.00	100%
4044 Family Promise	500.00	500.00	0.00	0%
4045 BIIN	500.00	500.00	0.00	0%
4046 Sustainability Team	200.00	100.00	(100.00)	-50%
4xxx Homeless Advocacy Group	1,300.00	1,300.00	0.00	0%
4xxx BISD Initiative	300.00	300.00	0.00	0%
4xxx Back Bay Hygiene Kits	250.00	250.00	0.00	0%
4xxx ASL Interpreter	3,900.00	3,900.00	0.00	0%
4047a Feast of Caring	500.00	500.00	0.00	0%
4047b Faith Inclusion & Disability Awareness	200.00	200.00	0.00	0%
4047c Community Conversations Series	300.00	100.00	(200.00)	-67%
4047f Rise Against Hunger	500.00	500.00	0.00	0%
Total 4040 Mission	9,000.00	\$ 8,750.00	(250.00)	-3%
4050 Nurture	1,386.00	1,386.00	0.00	0%
4060 Spiritual Growth	1,000.00	1,000.00	0.00	0%

4070 Worship					
4071 Supplies & Misc	5,371.00	5,371.00	0.00	0%	
4072 Music Copyright	681.00	681.00	0.00	0%	
4073 Guest Musicians	1,500.00	1,500.00	0.00	0%	
4074 Music	3,000.00	3,000.00	0.00	0%	
4075 Piano Tuning	400.00	400.00	0.00	0%	
Total 4070 Worship	10,952.00	\$ 10,952.00	0.00	0%	
Total 4000 Programs	\$ 29,863.00	\$ 33,243.00	3,380.00	11%	
5000 Trustees					
5010 Building & Property					
5010c Major Repairs	20,000.00	20,000.00	0.00	0%	
5011 Mowing Services	5,900.00	6,195.00	295.00	5%	
5012 Pest Control	540.00	540.00	0.00	0%	
5013 Repairs & Maintenance	4,615.00	7,100.00	2,485.00	54%	clean and paint entry way
5014 Supplies	2,000.00	2,000.00	0.00	0%	
5015 Custodian	9,627.00	9,627.00	0.00	0%	
5017 HVAC Maintenance	5,000.00	5,000.00	0.00	0%	
5019 Accessibility Improvements	10,000.00	10,000.00	0.00	0%	
Total 5010 Building & Property	57,682.00	\$ 60,462.00	2,780.00	5%	
5020 Guest Ministers	400.00	400.00	0.00	0%	
5xxx Pastor Sabitical support	0.00	6,118.00	6,118.00	#DIV/0!	
5025 Consultant	0.00	0.00	0.00	#DIV/0! ?	
5040 Payroll Taxes	4,560.00	4,560.00	0.00	0%	
5041 Worker's Compensation Premium	723.00	723.00	0.00	0%	
5050 Personnel Advertising	300.00	300.00	0.00	0%	
5070 Stewardship	250.00	250.00	0.00	0%	
5071 Pastor Discretionary Fund	500.00	500.00	0.00	0%	
5072 Associate Pastor Discretionary Fund	200.00	200.00	0.00	0%	
5080 Member-in-Discernment Support	2,400.00	2,400.00	0.00	0%	
5100 Personnel					
5110 Pastor					
5110A Salary and Benefits					
5111 Salary	35,676.03	36,211.17	535.14	1.5%	Up to 1.5% pay increase
5112 Parsonage	35,676.03	36,211.17	535.14	1.5%	
5xxx Social Security Offset	5,458.43	5,540.31	81.88	1.5%	Church compensates Pastor for 7.65% Social Security and Medicare Tax
5113 Pension	7,848.73	7,966.46	117.73	1.5%	Church contributes 11% of base pay to UCC Annuity Fund
5114 403b	2,140.56	2,172.67	32.11	1.5%	Church contributes 3% of base pay to a 403b
5121 Health Insurance	6,840.96	6,840.96	0.00	0%	Adjusted to reflect 100% of spouse's selected Family Health,Vision and Dental Plan Premium
5122 Life and Disability Insurance	1,070.28	1,070.28	0.00	0%	Church contributes up to 1.5% of base salary for life and disability insurance
5110A Total Salary and Benefits	94,711.02	96,013.02	1,302.00	1%	

5110B Professional Ministry Expenses			0.00		
5120 Continuing Education	600.00	600.00	0.00	0%	
5123 Mileage	1,500.00	1,500.00	0.00	0%	
5124 Professional Expenses	600.00	600.00	0.00	0%	
5126 Other Travel Expenses	500.00	500.00	0.00	0%	
5110B Total Professional Ministry Expenses	3,200.00	3,200.00	0.00	0%	
Total 5110 Pastor	\$ 97,911.02	\$ 99,213.02	1,302.00	1%	
5130 Associate Pastor					
5131A Salary and Benefits					
5131 Salary	27,825.00	28,242.38	417.38	1.5%	Up to 1.5% pay increase
5132 Parsonage	27,825.00	28,242.38	417.38	1.5%	
5xxx Social Security Offset	4,257.23	4,321.09	63.86	1.5%	Church compensates Associate Pastor for 7.65% Social Security and Medicare Tax
5133 Pension	6,121.50	6,213.32	91.82	1.5%	Church contributes 11% of base pay to UCC Annuity Fund
5134 403b	1,669.50	1,694.54	25.04	1.5%	Church contributes 3% of base pay to a 403b
5136 Health Insurance	22,263.00	22,263.00	0.00	0%	Church contributes up to 100% of the UCC Plan B Family Health, Vision and Dental Plan Premium
5137 Life and Disability Insurance	834.75	834.75	0.00	0%	Church contributes up to 1.5% of base salary for life and disability insurance
5131A Total Salary and Benefits	90,795.98	91,811.46	1,015.48	1%	
5131B Professional Ministry Expenses					
5135 Continuing Education	200.00	200.00	0.00	0%	
5138 Mileage	250.00	250.00	0.00	0%	
5138b Other Travel Expenses	65.00	65.00	0.00	0%	
5139a Professional Expenses	250.00	250.00	0.00	0%	
5131B Total Professional Ministry Expenses	765.00	765.00	0.00	0%	
Total 5130 Associate Pastor	\$ 91,560.98	\$ 92,576.46	1,015.48	1%	
5140 Wages					
5141 Administrative Assistant	24,700.00	24,700.00	0.00	0%	
5142 Childcare workers	5,418.00	5,418.00	0.00	0%	this is for both services
5143 Director of Music Ministries	26,393.00	26,789.00	396.00	1.5%	Up to 1.5% pay increase
5144 Pianist	10,116.00	10,116.00	0.00	0%	this is for both services
5XXX Administrative Merit	0.00	2,823.00	2,823.00	#DIV/0!	up to 1.5% One-time Merit based upon review
51xx AV Personnel	5,760.00	5,760.00	0.00	0%	
Total 5140 Wages	72,387.00	\$ 75,606.00	3,219.00	4%	
Total 5100 Personnel	\$ 261,859.00	\$ 267,395.48	5,536.48	2%	
Total 5000 Trustees	\$ 328,874.00	\$ 337,190.48	8,316.48	3%	
Total Expenses	\$ 424,608.36	\$ 443,404.84	18,796.48	4.4%	