

C E N T R A L
PRESBYTERIAN CHURCH

Deliberately Diverse and Fully Inclusive

**Annual
Congregational
& Corporation
Meeting**

January 29, 2017

CENTRAL PRESBYTERIAN CHURCH
200 E. 8th Street
Austin, Texas 78701

ANNUAL CONGREGATIONAL & CORPORATION MEETING

January 29, 2017

AGENDA

Dr. Bill Poe, Moderator

Call to Order & Opening Prayer

Declaration of Quorum

Declaration of Concurrent Congregational & Corporation Meetings

Motion to allow Session to review & approve the Minutes of this Meeting

Clerk's Report

Pastors' Reports

Trustees' Report

Team Reports (as needed)

Presentation of the 2017 Budget

Approval of Terms of Call for the Rev. Kim Rogers, Associate Pastor

New Business / Reflections on our life together

Prayer

Adjournment

Front cover artwork by Tom Shefelman (1927 – 2016), who designed elements of the CPC Sanctuary, include the chancel wall behind the cross. (Artwork used by permission of the Shefelman family.)

Dear CPC Family & Friends,

I have now had the great pleasure and joy of being your Transitional Pastor for a couple of weeks, and I am enjoying getting to know you and to immerse myself in the wonderful community that is Central Presbyterian Church. Our worship together has been uplifting, thought-provoking, and participatory. The meetings I have attended with the Session, individual officers and various ministry Teams, and with members of the CPC Staff have been productive.

I have been inspired by all that I see going on around me! I don't know how many of you make it here during the week, but literally hundreds of people are in and out of our building in between Sundays for ESL classes, social and helping ministries, Central Mission, refugee resettlement, and much, much more. The mission we accomplish by making our building available is tremendous, and the involvement of many CPC members in these ministries is impressive!

In the coming weeks and months, as your Pastor Nominating Committee continues and completes its work, I will be working with your Session to examine and assess the church's programs and ministries, the ways we arrange our staff to resource those ministries, and the avenues by which we can reach out and serve in new ways. I hope you will find your way into one of the many ministries our church performs! As Kim and I divide up the responsibilities for resourcing the Ministry Teams, I will be working most closely with Worship, Staff, Stewardship, Finances, and Facilities.

I continue to look forward with eagerness to our worship and fellowship together every Sunday, and to playing a small part in the life and work of this Christian community!

In Christ,

Bill Poe

Associate Pastor Report

Over the last two years we have gone through several major transitions. With each transition, the expectations and job duties of the associate pastor have changed. At times, this has been a challenge. With that said, it has been my love for you and the gratitude I have to be among such an amazing community of people that has provided the support I've needed to continue to serve.

Below please find a summary, but not exhaustive list, of some of the things I have worked on in 2016.

Worship

In 2016, I had the honor of preaching thirteen sermons, performing eight baptisms, presiding at five funerals, conducting six weddings and leading two communion services at Westminster Manor.

Youth

I began 2016 with the great challenge of keynoting the Mid-Winter Youth Conference at Mo Ranch. It was so much fun to be with our youth, and youth from all over Mission Presbytery. 2016 was the year I really committed to young people far and wide. I was asked to be a Triennium Sponsor, and I journeyed, by bus, from Austin, Texas to Purdue, Indiana, to attend the Youth Triennium with 50 youth from Mission Presbytery and thousands of other Presbyterian youth from all over the country (including Puerto Rico). It was an amazing week, though I hope to never have to journey that far by bus again. I also had the great privilege of attending CPC's 2016 Youth Mission Trip to New Orleans, Louisiana, where we worked on houses for those displaced by Hurricane Katrina. That's right, over a decade later and the city is still working to bring people back home.

Central Mission

In 2016, I continued to oversee the Central Mission and to provide on-site supervision of our social work graduate student. We have had the wonderful fortune of having two very gifted social workers to help us improve our program and extend the amount of services we are able to provide.

In 2016, The Central Mission clocked over 3000 volunteer hours from church members and friends. The Central Mission Budget broke even this year with \$20,500 worth of expenses and income. We also had many more thousands of dollars of donations in clothing, backpacks and personal hygiene items. We hope to continue to increase and expand upon the services we provide every year.

In 2016, the Central Mission received a \$5,000 grant from the Mission, Outreach and Justice Committee (MOJC) of Mission Presbytery. Thank you to every one of you who has so thoughtfully nurtured this program.

Mission

I continue to work very closely with the Mission team in the oversight and strategic planning of the Central Mission. I have been on hand to provide support in their endeavors. I am grateful

beyond measure to Cleon Dunham for beginning the CPC Refugee Team, which has worked diligently to support, house and settle two families. In 2017, they plan on sponsoring two more refugee families.

Christian Education

In 2017, I assisted the Christian Education team with the Lenten small groups. We gathered together to discuss curriculum options, and to strategically plan how to advertise for the program and put together the groups. I provided the small group leader training. At least one of these small groups has stayed together as a community. We hope this trend can continue.

I also taught a Sunday School class on Ta-Nehisi Coates book, *Between the World and Me*. I have worked as a liaison with the Christian Education team to bring in outside speakers to teach classes or Mosaic events.

Membership/Evangelism

I have continued to work with membership in tracking new visitors and following up with new members. In 2016, I worked with Membership/Evangelism in creating the second Sunday of the month coffee, where visitors could meet with the pastors and a few session members in a less intimidating environment after church. In 2016, I began teaching the new members class again and plan on continuing this class in 2017.

Justice Issues

Some of my greatest joys in 2016 were speaking publicly on justice issues. I did a local news interview about the need for public bathrooms downtown with our very gifted and prophetic Brandon Larison. I also had the opportunity to speak on this topic on the floor of city council when they approved having a trial run of toilets be added to the downtown area.

I was invited by Texas Freedom Network to speak at a special Senate committee meeting on the "Religious Freedom Act," where I was the only female pastor in a long line of male pastors to speak against a bill that would allow for discrimination of LGBTQ individuals.

During the election, I was invited by a reporter at the Huffinton Post to write about why I, as a Christian woman, did not want to live in Donald Trump's America. At the time, I never thought there was a possibility of Trump becoming our president. I am grateful I had an opportunity before he was elected to publicly express my concerns over Trump's sexual misconduct and objectification of women and minorities.

In 2016, I continued my work with The Downtown Cluster of Churches as we work primarily with social service agencies on trouble shooting the concerns of housing and homelessness. I miss my partner in crime, Jim Beckett, who faithfully attended these meetings.

I had the great privilege of meeting in a City Hall board room with Austin Interfaith and Mayor Steve Adler to discuss how Austin will address affordable housing for those who are homeless. I was thrilled to see the Mayor commit to making it a priority in 2017 and I hope that we at Central will be able to support Mayor Adler and The City Council in this effort.

This is just a smattering of what I have done as your associate pastor. I did not include the many home and hospital visits, phone calls, coffee and lunch dates with my beloved parishioner's or potential members. It is in all of these deeply intimate moments with all of you that I find my greatest joy as one of your pastors. Thank you for letting me into your lives. If you have read this far into this report, I will reward you with a tiny bit of information about my life that I have been keeping quiet. In 2017, I will be getting married to Nicholas "Nick" Stanley, and I could not be happier. He is the love of my life and I am so grateful that we found each other. Sam adores Nick and Nick adores Sam, they have a very special bond. I also adore Nick's 12-year-old son Luke, who splits his time equally between his mom and dad. We will be having a very small wedding in April with our family and closest friends. Our decision was hard, invite the entire church or invite no one from the church. I love you all so much I couldn't just choose a few.

With gratitude and love for all of you,

-Kim

2016 Annual Report - Deacons

The CPC deacons have worked hard this year on hospitality projects. Besides coordinating After-Church Fellowship each Sunday and Pot Luck Fellowships monthly, they coordinated the Easter Morning Breakfast, Pies for Peace, Prayer Partners, the Rally Day Breakfast, and the Christmas Eve Cookie Fellowship.

After-Church Fellowships

For the After-Church Fellowships, the deacons maintained the calendar, publicized the need for more volunteers, e-mailed reminders to those who signed up. and checked that things were in place on Sunday mornings.

Pot Luck Sundays

Reminders were sent to all the deacons about helping with Pot Luck Sundays. The morning of the Pot Lucks, the deacons received the food, warmed/chilled/prepared dishes, set up Smoot Hall, took away or replenished empty serving dishes, brought individual dishes and silverware back to the kitchen, washed and dried the dishes, and cleaned up the Fellowship Hall.

Church Receptions

The deacons assisted with food and kitchen help for several funeral receptions held at the church during the year.

Bread Ministry

The deacons took over the Bread Ministry for first-time visitors, formerly a project of the Evangelism Team. They delivered 12 loaves of bread to CPC visitors during the last three months of the year.

Thank-You Notes

To encourage the leadership of volunteers in the church, the deacons sent hand-written thank you notes to the members of the Finance, Mission, Refugee Welcome, Worship, Stewardship, Nominations and Facilities Teams, and also to retiring Deacons.

Prayer Partners

Prayer Partners were continued during Lent in 2016. About 30 people were paired up, committed to praying for each other once a day. Partners were encouraged to communicate throughout Lent with special prayer needs/requests.

Visitation

The Deacons also did some visitation of shut-ins and people who are ill.

Deacons' Concerns:

1. Finding a good time for Diaconate meetings became more of a challenge when the Wednesday Team Meeting Nights were dropped. As child care is not available after the pot luck luncheons are over, that temporary meeting time has created problems for Deacons with young children. We have also been challenged to find a time when Kim, moderator of the Diaconate, can meet with us. To increase communication with Kim, the co-chairs of the Diaconate have been holding conference calls with Kim once a week.
2. Regular visitation to shut-ins has been a challenge due to the busyness of the deacons. Geographic spread of the deacons and the shut-ins has added to this challenge. Reaching the shut-ins by phone ahead of time, to confirm they will be available for a visit, has been difficult.

2016 Annual Report - Worship Team

The Worship Team is responsible for all aspects of our worship together each Sunday morning. This includes preparing the elements for Communion, recruiting servers and cleaning up after the service, as well as scheduling lay readers, acolytes, and those who tell the Children's Sermon. We make sure the candles are lit, and the appropriate paraments and banners are hung. We coordinate with the pastoral staff on preaching assignments and perform any other worship-related assignments from our pastors. Our wonderful Music Director is an ex officio member of the team and keeps us up to date on the choir and the music which is planned for Sundays and for special services.

In 2016, the Worship Team planned and prepared Communion for the first Sunday of each month; 6 Sundays during Lent; Maundy Thursday; 2 Easter Sunday services; and 4 Sundays during Lent. Communion is customarily served by intinction, with provision for congregants who cannot come forward and for those who are gluten-intolerant.

An exciting part of our duties this year included the purchase and distribution of 320 new Presbyterian hymnals, the *Glory to God* hymnal. This was made possible by a generous gift from Margaret Harren in memory of her late husband, Herman Harren. The team counted the number of hymnals needed, helped place the order, unpacked the hymnals and placed memorial plates in each one, and placed them in the pews. A special service was held on May 29th to introduce the new hymnals, and our Music Director and pastors spent several weeks helping the congregation become familiar with them.

The Worship Team makes arrangements each year for the Sunrise Service which is held at the Zilker Park Clubhouse. This service, held by CPC each Easter for more than twenty years, is attended by many community members as well as by our CPC family and is eagerly anticipated each year. It includes music by an Austin flute choir and Communion is served. The sun does not always make an appearance, but is greatly appreciated when it does.

The Worship Team is responsible for decorating the Sanctuary for Advent and Christmas, including the Chrismon Tree and the Hanging of the Greens service. Changes were made to the service in 2016 to emphasize more symbols of Advent and the new program was well received. The service always incorporates as many members of the congregation as possible, and families are encouraged to participate together. Other decorations are approved and put up by the Worship Team during the year, including the Pentecost streamers and the cloths used on World Communion Sunday.

Submitted by Barbara Beckett and Kathy Blackburn, Co-chairs

2016 Annual Report - Christian Education Team

Children & Youth

The Christian Education Team is super awesome! We offer Sunday classes for adults & kiddos, provide relevant educational programs & service opportunities throughout the year, and oversee the wee little ones in the nursery. We also organize Rally Day in August and the All-Church Lenten study groups. In 2016, three elders served on the team – Mary Jo Hernandez, who worked with Children & Youth; Alice Day, who assisted with the adult ministry; and Robin Manning, who coordinated programs. Rev. Mary Swierenga, Parish Associate for Adult Education, was a driving force behind the adult offerings - thanks, Mary! Other members included Carolina Treviño, Christian Educator for Children & Youth, and some brilliant, passionate volunteers from the congregation. We'd love for you to join us!

Our nursery attendance was about the same in 2016, averaging 5 to 8 wee ones. Elementary Sunday school attendance had a little uptick, averaging 12 to 14. Special thanks to all the parents who have been volunteering weekly to assist in the nursery and the Elementary class during the worship/Christian Education time (11am- 12:15pm)! We couldn't do it without you! And thanks for all the snacks! We also started a 3-&-4-year-old class in the nursery this fall, with the incredible Allie Barden teaching - hooray! The Easter Carnival was its usual confettied joy fest, with almost 40 kids in the courtyard. Our elementary service project in October benefited Manos de Cristo, with 9 of our families working to sort and organize Manos' Basic Needs closets. And a special shout-out to the parents who organized and directed the Christmas Pageant/Christmas Jingle this year while Carolina was out - you are the real angels. At the end of the year, the Elementary class offering of \$75 was donated to Heifer International - moooovelous!

Youth Sunday School was revamped for 2016-17, with the lovely and talented Karen Foree and Brian Taylor at the helm teaching, using a Re:Form curriculum that empowers youth to explore their faith and ask questions. They meet at 9:30 am Sundays in the Youth Room. No Confirmation Class was held again this year; a class is very much hoped for in 2017.

Youth Fellowship had another banner year. Youth Fellowship sponsors are Bill Lytch, Abby Tomlinson-Lytch, Kendrick and Ryan Torbey, and Will Slade, and they deserve a medal. In January 2016, 14 youth and 5 adults energized the MidWinter Retreat at MoRanch. Then in April, 14 youth led our congregation in worship during an incredibly powerful, moving Youth Sunday service. In May, 9 youth and 3 adults had an end-of-school retreat at John Knox Ranch. In summer, they knocked it out of the park - first, in June, a hands-on construction and building mission trip to New Orleans (funded by Share the Love Mission Fair, SXSW concessions, & the generosity of the congregation), with 11 youth and 5 adults. Then, in July, 4 youth and Pastor Kim were part of the Mission Presbytery delegation to the Triennium Youth Conference in Indiana! For the Fall Service Project, the youth once again made enough casseroles to feed over 400 people, benefitting Caritas. Wow! Summer plans are underway for a 2017 mission trip to St Louis.

Adult Education

Throughout the year Adult Education offered two Sunday morning classes, except when special church wide events were offered. Lent saw small groups studying *One Anothering* together. Spring classes focused on justice and equality with a study of Ta-Nehisi Coates book *Between the World and Me*, and a lectionary class that studied the scriptures. An all church summer class looked at systems theory and its application to CPC. In the fall we offered another book study on *The Soul of Money* and a class on Luke's gospel. The second half of the fall offering included a class on favorite hymns (Singing Our Faith) and a class on *Half-Truths*. Advent was something new for us, an intergenerational class based on the book *Wearing God*. Participants cooked, colored, and talked about metaphors for God.

We really appreciate the myriad people who offered their time and talents to lead Sunday school. They make it possible for all of us to grow in faith, support one another as we walk with Christ, and make the work of the Christian Education Team much easier. Thank you!

We are looking forward to working with our new pastor to face the same challenges we always have:

- How many classes to offer per term
- Building broader participation in an adult team and delegating tasks for completing each term's plan in a timely fashion
- Exploring additional ways to involve adults who don't normally participate in Sunday classes--considering additional options such as other times and places, online offerings, and classes targeted to specific groups such as parents, single young adults, and new members
- Exploring the Christian faith in an ever-changing world

Christian Education makes your soul juicier and keeps our church family interesting. Plus, it provides the foundation for our worship and service here - and it's really fun! Please bring your energy and ideas to work with us in 2017!

Evangelism

The evangelism team is charged with bringing new faces into our community.

IN 2016

36

days of ads run on KUT and KUTX

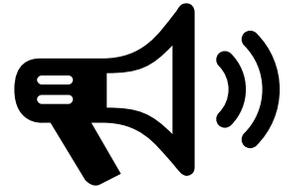
3024

attendees for four nights of SXSW

55

postcards sent to first-time visitors

Central's facilities serve more than just our congregation—we're an official venue for South By Southwest and the Texas Book Festival, besides hosting 26 other events in 2016. We see it as a valuable way for us to be part of the Austin community and bring people into our home. We welcomed over 6000 people last year for rock concerts, student recitals, book signings, and even film screenings.



WEBSITE

In January, we launched a redesigned cpcaustin.org, and have continued to iterate and improve on it. The new design is much more usable on phones and tablets, and the back-end software now powering it (WordPress) should be sustainable for years to come. For 2017, we've identified more improvements in optimizing the site for new visitors.

CHURCH MANAGEMENT SYSTEM

Over the summer, we helped the staff switch the software we use for member data and visitor tracking. The change moves our valuable church data from a single computer in the office to distributed cloud servers. The new system, Breeze, offers more flexibility, security, and reliability than we previously had, for a significant cost savings.

PLANTING SEEDS

A-Tribe is a "welcoming, worshiping, learning community in the Christian tradition that goes deep to explore the big stuff." It's a new mission supported by the PC(USA)'s 1001 Worshiping Communities initiative and sponsored by Central.

The community started to find its rhythm this year:

- Now meeting at the Sustainable Food Center every other Thursday
- A galvanized leadership team, regular attendees, and an upcoming baptism
- PC(USA) grant and coaching to equip Sarah de la Fuente's leadership

THURSDAY NOON CONCERTS

Arranged by Kathi Thomas, the concert series has been a gift to the community since 1980. Audiences average 20-25 (and sometimes as many as 200!) for the concerts almost every Thursday. Students, retirees, and downtown workers enjoy them as a way to de-stress.

On your first few visits to Central, you were probably greeted by a friendly face who wanted to know all about you. Our greeters are a fantastic, but tiny group of people. The job description is very simple: come to worship a little early, find faces you don't recognize, and introduce yourself. If that sounds up your alley, let us know!

WE WANT
YOU

2016 Annual Report - Mission Team

The Central Presbyterian Church Mission Team serves those in need in our community and beyond. We do this through service programs and financial support.

Service Programs and Projects

The Mission Team has a very active group of members and volunteers from our congregation and the community. The Mission Team is dedicated to serving the homeless, the poor, refugees and others in need through our ongoing programs. Those programs include— Central Mission, Cold Weather Shelter, CPC Welcome Teams for refugee families, Mobile Loaves and Fishes deliveries, and work on Interfaith Action of Central Texas Hands on Housing projects. The Mission Team also sponsors a Social Work intern to help those in need. This report describes these and other major programs and projects of the Mission Team in 2016, with CPC contacts noted for those who may wish to get involved in the future.

Central Mission: Central Mission is an ongoing weekly outreach program for our homeless and low-income neighbors. On Thursday mornings we serve breakfast and provide clothes, toiletries, services and fellowship to up to 75 people who are homeless or otherwise in need. Volunteers donate food and prepare a full hot breakfast. They also distribute clothes, blankets, back packs and other items that have been donated. Services include monthly bus pass raffles and monetary and other assistance with transportation, health and housing needs. Contacts: Pastor Kim Rogers, Vella Fink, Ellen Perry, Alice Van Zant.

Social Work Intern: 2016 was the second year in which CPC has had a social work intern program to support Central Mission through a partnership with the University of Texas School of Social Work. This program currently has one part-time masters level social work intern, Katherine Atkins, who works 15-20 hours at CPC and is supervised by Mission Team member Sara Green-Otero, LMSW. The social work intern offers, among other things, short term solution-focused therapy, individualized plans of service for clients, and crisis intervention counseling. Contacts: Pastor Kim Rogers, Sara Green-Otero, Katherine Atkins.

Refugee Family Welcome Teams: Under the auspices of Refugee Services of Texas, CPC formed Welcome Teams that assisted two refugee families arriving in Austin in 2016 — the first from Myanmar and the second from Afghanistan. The Welcome Teams, which currently have 32 members, fully furnished and decorated apartments for the families, primarily from donated items. They met the families at the airport, provided a welcome dinner, helped them obtain needed documents, and showed them how to use our public transportation system, among other things. The Welcome Teams provided ongoing support, such as helping the families enroll children in school, sign up for English classes, and get medical treatment. The Second Welcome Team is continuing to assist the Afghani family with appointment, schooling and transportation. The Mission Team intends to form two more Welcome Teams in 2017, the first to begin work in the spring. Contact: Cleon Dunham.

Cold Weather Shelter: During the winter months, November through mid-March, CPC participates in the Cold Weather Shelter [CWS] program run by the City of Austin and Front Steps. CPC opens its doors to shelter up to 25 homeless women overnight on Monday, Wednesday and Thursday nights when the temperature is in the freezing range. In coordination with First Presbyterian Church and Shepherd of the Hills Presbyterian Church, volunteers provide dinner and fellowship and serve as evening and overnight hosts. Due to an unusually warm winter in 2015-16, we had no shelters during the winter months in 2016. However, we had two shelters in December 2016 and expect more in the upcoming winter months. Contact: Vella Fink

Hands on Housing Teams: CPC volunteers participated in two Interfaith Action of Central Texas (iACT) Hands on Housing events in 2016. They did exterior house painting and repairs for low-income and physically challenged homeowners. Contact: Joe Clemens.

Mobile Loaves & Fishes: The Mission Team is responsible for CPC's Mobile Loaves and Fishes monthly truck runs delivering meals to the homeless and those of low income in their communities. Contact: Joe Clemens.

Interfaith Hospitality Network (IHN): Working through IHN, a program of the Foundation for the Homeless, CPC hosted homeless families in crisis for one week in 2016. We offered our facility space as a home for one family. CPC volunteers provided and served meals and fellowship and acted as evening or overnight hosts. Because many of the families in the IHN program are now sheltered in housing owned by the Foundation for the Homeless, CPC is in the progress of revising its IHN participation, with the intent to provide assistance to the families in those shelters. The ultimate goal is to help those families obtain housing and independence. Contact: Patty Carvajal

Share the Love Mission Fair: We held our annual February Mission Fair, which provides an opportunity to learn about and contribute to CPC's mission partners — local organizations and projects which CPC supports. We raised over \$3900 in donations. Contacts: Alice Van Zant, Sara Gree Otero.

CROP Walk: The Mission Team led CPC's participation in the Austin CROP Walk, which benefits Church World Service's efforts to provide food for the hungry, shelter, education, and other basic needs in Austin and around the world. Contacts: Vella Fink, Camela Knapp.

Back-to-School Desert Auction: The Mission Team sponsored its annual desert auction in June to benefit Manos de Cristo's Back-to-School Program, which provides back packs, supplies and clothes to children in need. We raised over \$3100 to support this program. Contact: Alice Van Zant

Financial Support to Mission Partners

Each year CPC budgets for the Mission Team an amount equal to 10% of the pledges received the previous year. In 2016, the Mission Team's budget was \$41,500. As in past years,

the Mission Team donated most of its budgeted funds to CPC's Mission Partners. They fall into the following categories: Mission Presbytery, Presbyterian Education, Presbyterian Ministries, Local Homeless Assistance, Local Refugee Assistance and International (providing support for Missionary Kay Day in Rwanda).

We choose as our Mission Partners those organizations that work to further our Mission goals of helping the homeless, the sick, those who are low income, and those who were forced to flee their homelands. Our Mission Partners in 2016 included organizations such as Manos de Cristo, which promotes the dignity and self-reliance of low-income people by meeting basic needs with food and clothing, providing essential dental care, and furthering educational development; Front Steps which offers emergency shelter, affordable housing, medical care, supportive services to the homeless; Foundation for the Homeless, which offers case management and shelter to homeless families with the goal of helping them find permanent housing; and other similar organizations.

The itemized budget is available for review.

For more information about CPC's Mission Team, please contact Team Chair, Vella Fink.

2016 Annual Report – Stewardship Team

Stewardship remains a core value for the congregation of Central Presbyterian Church. 2016 marked the second year of focusing on stewardship as a year round initiative and not just a fall campaign. There were efforts to integrate a climate of giving in many aspects of what the church considers to be important. It is vital that this change in philosophy continue for the coming years. This report will highlight some of those activities and communication.

2016 ACCOMPLISHMENTS

	Pledges	Pledge Amount	New Pledges
2016 Goals	150	\$450K	30
2016 Actual	142	\$491K	24
2017 Goals	150	\$500K	30
2017 Actual(19 Jan)	130	\$485K	20

*BUDGET CHALLENGE APPEAL

- Central had some unique budget challenges in 2016 due primarily to overdue increases in staff salaries
- Determined a need for a special appeal to the congregation during June and July
- Issued a 30 day challenge of \$50K to make up the shortfall
- This would come from new pledges, increase in pledges and one time gifts
- Congregation was very responsive with some strong leadership from our members
- We attained \$51K for the appeal and a total of \$491K for the year, far exceeding our original goal of \$450K

*2017 Stewardship Campaign

- Theme this year was “What Matters Most?” as we look at keeping this theme for the coming years
- Special focus on the top 70 pledgers from 2016
- Need to continue the momentum created from the Budget Challenge Appeal
- Average pledge is currently 10% higher than 2016
- Our goal of \$500K looks attainable as we are currently (19 Jan) at \$485K in pledges

*Communications to the Congregation

-The improved communications to the congregation continued this year as we attempted to leverage all media in reaching out to a diverse membership. This will be a particular emphasis with weekly updates focusing on what is happening in the church.

It is vital in 2017 that we continue to expand the base of pledgers to include new members. We will be working closely with the membership team to ensure we are reaching out to all new members in a meaningful way. This will be critical to our continued growth and support of the programs and staff that make Central what it is.

We are also faced with the implementation of a new HVAC system challenging our financial capacity and creativity as we look at multiple options. We may also be faced with putting together a capital campaign later this year. We will strive to ensure that we are clearly communicating to the congregation about the challenges facing us and the solutions we can develop together.

2016 CPC Annual Report - Finance Team

The Finance ministry team supports CPC's Session, Trustees, pastors and staff in ensuring the financial health of the church. We work closely with CPC's bookkeeper to 1) develop the annual expense and income budget, 2) monitor the flow of expenses and income on a monthly basis, and 3) identify and resolve financial issues such as unbudgeted expenses and income shortfalls.

2016 Review

The Finance team's activities in 2016 included:

- Collaborating across all teams to close the (\$45,000) deficit in the budget adopted at the beginning of 2016. A revised budget was adopted in July, which is the basis of the numbers reported below. Thanks to the congregation's generous response to the summer Budget Appeal and some budget adjustments by various teams, the revised budget reflected a much smaller deficit of (\$13,900).
- Working with CPC's Bookkeeper to update our financial policies & procedures manual, which will be completed after the Staff Team completes its work on staff structure.
- Collaborating with the Central Legacy Fund committee toward determining uses of existing and future funds; this work was delayed by the HVAC failure in the summer.
- Increasing the transparency around restricted giving, which includes gifts to specific programs and projects over and above the operating budget, further manifesting the generosity of the congregation and commitment to mission.
- Collaborating with facilities team, staff team and trustees to increase cross-team awareness of CPC's longer term budget picture.

We did not complete a financial audit in 2016. A full audit is not recommended; however we do plan on an internal review of procedures in 2017 and expect to contract for an external review in 2018, after policies have been adopted and implemented in 2017.

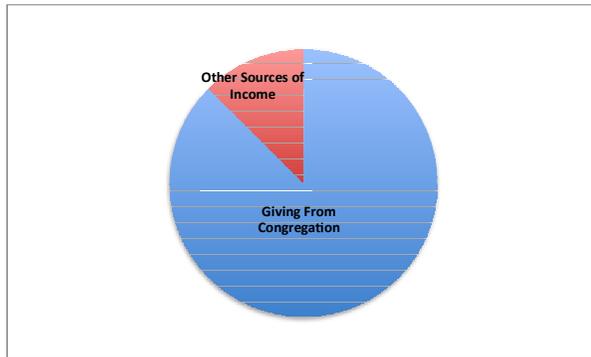
2016 Full-Year Results

Early in 2016, the Finance team presented the 2016 budget to the congregation, asking for increased congregational giving to reduce a projected deficit in income over expenses of apx. \$45K. Thankfully, with the leadership of the Stewardship Team, a special budget appeal was launched in June, through which the generous congregation of CPC was able to bridge this gap. The results of the budget appeal, some unpledged year-end gifts, and some end of year savings, through Scott Opsahl's departure and other team budget trimming, allowed CPC to end the year with a \$10.8K surplus. Compared to 2015, the CPC congregation successfully increased revenues by \$74,293, which allowed us to cover the increased expenses for staff salaries and unexpected utilities expenses.

	2016 Actual	2016 Budget	variance from budget	2015 Actual
Income	\$620,293	\$605,843	<i>\$14,450</i>	\$546,000
Expense	\$609,477	\$619,543	<i>(\$10,066)</i>	\$542,000
Net	\$10,816	(\$13,700)	<i>\$24,516</i>	\$4,000

Additionally, \$33,656 in restricted giving (beyond the operating budget) was also given by the congregation toward Pastor's Discretionary Fund, Central Mission, Youth Mission Trip, and Special Projects.

We are extremely grateful for the congregation's generosity in providing the necessary funds to support the church's staff, facilities and ministry.



87% of CPC's income comes from congregational giving, including Pledged Gifts and Offerings

68% of CPC's expenses are for Staff budget



At the end of 2016, CPC's cash reserves totaled \$73K (covering apx. 1.4 months of average expenses). Our target for cash reserves is two months average expenses. The cash account is being projected over a 90-day horizon each month, as certain capitalized disbursements involved with the HVAC planning are being paid for through the operating reserve.

At the end of 2016, CPC's invested reserved totaled \$574,845. These funds yield approximately 4% per year in income to CPC, which is part of the overall operating budget. These funds are available to CPC as a source of annual investment income; reserves for facilities' needs; or for planned deficits toward achieving longer term goals. These funds have been built primarily through capital gifts and bequests from members of the congregation in past years.

2017 Outlook

The Finance team's goals for 2017 include:

- Collaborating with Facilities Team to develop a financial plan for the very essential upgrade of the 70 year old heating, ventilation and air conditioning (HVAC) system.
- Developing a revised 2017 budget by mid-year at the latest (see below).
- Approval of updated financial policies and procedures by the Session, followed by training and implementation.
- Conducting an internal financial audit, based on compliance with new policies and procedures.
- Continued communication with the congregation regarding the church's current financial health throughout the year.

2017 Budget

The Session has adopted an initial 2017 budget with \$616.9K in projected income for 2017, including congregational giving (pledged giving and offerings) at 88% of income. Following two years of approximately 15% increases in giving, this budget includes less than 2% increase in pledged giving, fundamentally sustaining the level achieved in 2016 after the Budget Appeal.

This initial 2017 budget also includes \$642 K in expenses, which is a 4% increase over the prior year's budget. This increase includes:

- Sustaining the market rate pay levels successfully achieved last year. No raises are budgeted.
- An increased administration budget, which includes utilities driven by the beleaguered HVAC system.

Detail on 2017 budgeted expenses and income follow this report, and including the budget requested by each of CPC's ministry teams.

- Administration – Covers utilities, insurance, and supplies for the church
- Mission – Provides supporting contributions to CPC's partners in ministry including Central Mission, Front Steps, Manos de Cristo, iAct and Mobile Loaves & Fishes
- Facilities – Covers maintenance and repair for the church building
- Worship – Provides support and supplies for Central's worship services
- Christian Education – Covers supplies for Central's adult, youth and children's education programs
- Evangelism – Covers costs of increasing awareness of Central in the Austin community
- Small budgets for the remaining ministry teams including Finance, Social Action, Relationship Building (Deacons), Membership and Stewardship

Combining these figures, the 2017 budget presents an estimated deficit in income over expenses of \$25.1K. Consequently, we have a need to find \$25K in additional income or in expense cuts for 2017.

As our Bridge Pastor, Bill Poe, is joining the team in January, 2017, the Finance team recommends the session review this budget and consider a revised budget in March after the following major items have been carefully considered:

- How to address the HVAC system
- Staff team recommendations regarding our staff structure

We will continue to update the congregation regularly during the year regarding the current status of income and expenses. In addition, members of the congregation may review the detailed line item breakdown of 2016 income and expenses, held in a binder in the church office (updated monthly).

Central Presbyterian Church
Statement of Financial Position
As of December 31, 2016

Accrual Basis

	Dec 31, 16
ASSETS	
Current Assets	
Checking/Savings	
Bank of America	83.00
1010 · BBVA Compass Bank	68,917.91
1011 · BBVA Compass Bank Debit Cards	4,015.65
1012 · CPC Pastors Disc. Fund - Petty	34.00
Total Checking/Savings	73,050.56
Accounts Receivable	
1050 · Accounts Receivable	
1051 · Accounts Receivable - Pledge	5,952.00
1053 · Accounts Receivable - other	4,691.50
Total 1050 · Accounts Receivable	10,643.50
Total Accounts Receivable	10,643.50
Other Current Assets	
1104 · Prepaid Insurance	-196.21
1499 · Undeposited Funds	-500.00
Total Other Current Assets	-696.21
Total Current Assets	82,997.85
Fixed Assets	
1600 · Fixed Assests	
1601 · Improvements	1,287.00
1602 · Lanier MPC 4503 Copier	13,200.00
1621 · Accum Deprec - Improvs	-842.07
1622 · Acum Deprec - Office Equip	-444.93
1630 · Computers	
1631 · Computers cost	2,765.00
1632 · Accum Deprec - Computers	-2,765.00
Total 1630 · Computers	0.00
Total 1600 · Fixed Assests	13,200.00
Total Fixed Assets	13,200.00
Other Assets	
1500 · Endowments	
1510 · Unrestricted	
1511 · General Investment	574,845.08
Total 1510 · Unrestricted	574,845.08
1520 · Temporarily Restricted	
1521 · Investment - Organ Fund	1,185.75
1522 · Investment - Dennis & Kay Evans	9,278.79
1523 · Investment-Rose and Jim Lancast	6,271.93
Total 1520 · Temporarily Restricted	16,736.47
1530 · Permanently Restricted	
1531 · Permanently Restricted portion	5,000.00
1532 · Dennis & Kay Evans Perm Rest	3,000.00
1533 · Rose and Jim Lancaster Perm Res	115,000.00
Total 1530 · Permanently Restricted	123,000.00
Total 1500 · Endowments	714,581.55
Total Other Assets	714,581.55
TOTAL ASSETS	810,779.40
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	

Central Presbyterian Church

Statement of Financial Position

As of December 31, 2016

Accrual Basis

	Dec 31, 16
Accounts Payable	
2000 · Accounts Payable	-849.72
Total Accounts Payable	-849.72
Other Current Liabilities	
2010 · Payroll Liabilities	989.61
2020 · Accrued Expenses	-2,567.52
2040 · Direct Deposit Liabilities	-1,068.82
2060 · Unearned Pledge Revenue	10,150.00
2110 · Central Mission	13,497.62
2120 · Pastor's Discretionary Fund	25,419.32
2130 · Flowers	-74.51
2140 · Christmas International House	1,300.98
2170 · Youth Mission Trip	6,826.33
2200 · Special Projects	
2200.03 · Arts Committee	700.00
2200 · Special Projects - Other	8,195.71
Total 2200 · Special Projects	8,895.71
2250 · Pentecost Offering	10.00
2270 · Adult Mosaic Programs	680.00
Total Other Current Liabilities	64,058.72
Total Current Liabilities	63,209.00
Long Term Liabilities	
2150 · Interfaith Hospitality Network	270.19
2180 · Chapman - Housing Stability	4,379.60
2240 · Homeless Assistance	2,143.31
2260 · Water Fountain Project	228.05
2500 · Capital Improvements 2013/2014	3,942.30
2501 · Capital Improvements 2006/2007	50.00
2510 · HVAC Renewal Fund	-24,753.18
2530 · Library Fund	6,205.90
2540 · Memorial Fund	1,375.07
2550 · Children Ministry, Marian Wood	1,007.54
2560 · Great American Leasing Company	5,060.00
2570 · Young Adult Ministry	6,955.37
Total Long Term Liabilities	6,864.15
Total Liabilities	70,073.15
Equity	
3010 · Retained Earnings	116,115.08
3600 · Equity - Permanently Restricted	
3000 · Opening Bal Equity	596,892.87
Total 3600 · Equity - Permanently Restricted	596,892.87
Net Income	27,698.30
Total Equity	740,706.25
TOTAL LIABILITIES & EQUITY	810,779.40

CPC 2016 Annual Report – Staff Team

The Staff Team at CPC functions as a high-level support to and partner of the Head of Staff (Pastor). The Team advises and works with the Head of Staff, other church staff and the Session on employee issues, ranging from hiring and evaluation to general personnel policy. The Staff Team prepares an annual budget recommendation for the Session to fund the staffing needs of the church, participates in staff recognition events and coordinates with other ministry teams as necessary to support church staff and ensure the overall staffing needs of the church are appropriately planned for and met.

Megan Carvajal and Tom Clemons are the Elders currently Co-Chairing the Staff Team. The team also includes Chuck Kreutz, Martha Collins, Rita Livingston and Chris Kennedy.

2016 brought significant changes to Central's staff, primarily due to two resignations.

Our Interim Head of Staff Rev. Scott Opsahl finished out his initial contract with us but declined to renew it. He concluded his service with us as of November 30th. Pastor Scott shared many challenging observations and assessments with the Session and the church, helped get the church Trustees up and running again, supported the successful stewardship campaign, actively worked alongside the Finance and Staff Teams, and was involved in the initial work of the HVAC Committee's assessment of CPC's air-conditioning and heating needs and the best way to address them. Pastor Scott brought us closer to readiness to call a new pastor as Head of Staff, and his evaluation and insight will be key in the months and years ahead as we address challenges facing our downtown community of faith.

Advent brought us the sad news that our beloved Christian Educator Carolina Treviño was resigning to pursue an opportunity working at Austin Presbyterian Theological Seminary in their recruiting office. While we knew this day would come, we hoped in our hearts it would wait – even if for just a bit longer! Central's kids and young people (of ALL ages) will miss her dearly – her smile, her warm hugs, and her demonstration of the Spirit's active presence in our lives. In her 5 ½ years of service to our Central community, Carolina left an indelible mark on all our hearts – certainly in teaching us that “God is fun,” and most of all in helping us experience the truth that God loves us and we are all God's children. We are thankful to an abundant God for sending us the gift of God's servant-leader Carolina!

In the “Additions” section, our dear Lety Mendieta gave birth to a son, Andrew, in March. While he is not an official staff member, he is a part of our extended Central family. Lety and Andrew were “showered” by many members of the church, and Lety took some much deserved parental leave to be with her son immediately after his birth. We are glad to have supported the growth of her family, but we missed Lety greatly while we were without her. Deacon Brandon Lairson and Elder Clif Collins (of the Facilities Team) filled the gaps to keep our building clean and running during Lety's absence.

2016 Accomplishments

In 2016, the Staff Team:

- Worked with the Pastor Nominating Committee (PNC) to refine a Head of Staff Pastor job description and compensation package,
- Provided ongoing communication regarding staff issues critical to the PNCs work in discerning God's call for our new Head of Staff,
- Actively planned with Pastor Scott to manage his transition to leave Central,
- Filled in (as a group) as "acting Head of Staff" to work with Pastor Kim and the various Ministry Teams to ensure smooth operation of church activities,
- Actively sought to increase the number of women serving on the Team, with a positive result of a gender-balanced team for 2017 (3 women & 3 men), and
- Worked to identify and contract with a new transitional pastor (Rev. Bill Poe) to begin in 2017.

Looking Ahead to 2017

During 2017, the Staff Team will continue to participate in the search for and subsequent transition of a new pastor to serve as Head of Staff. This will involve continued partnering with the Pastor Nominating Committee, the Session and Pastor Bill on information-sharing and transition planning. This will be a critical and defining time for Central, and the Staff Team's role in support and advancement of the pastoral search process is important.

The Staff Team's intention is to perform general staff/position assessment during 2017, to more fully capture what the church's needs are and how to staff them most appropriately. This strategic need has not been actively addressed during the last several years of the church's transition, and our current fluctuations in staff and general state of transformation offer us as a church community a real opportunity to reflect and more deeply assess our priorities, goals, and plans for the future – short and long-term.

Additionally, in partnership with Pastor Bill, the Staff Team plans to ensure that staff evaluations are finally completed during 2017 for all staff. This is a critical tool for ensuring that Central's staff are all focused on and working toward the fulfillment of our mission each and every time they come to work. This is also an important part of facilitating their professional development and success as members of our family. Clear expectations formed in partnership with church leadership and successful support of Central's mission will be our focal points for this mutually beneficial process.

The Staff Team will also continue its work on updates and clarification to Central's policies and procedures. This effort has been in progress for some time, but not yet brought to its necessary conclusion. Policies and procedures support the church's mission by making possible the smooth and predictable operation (with God's help) of our facility and the staff and volunteers within it. Staff and congregants must be provided with plain awareness of how things get done and by whom, as well as what is expected of staff and what they receive in return for their efforts. Clear policies and procedures are both necessary and beneficial to staff, church members, volunteers, guests, visitors and friends.

2016 Annual Report - Membership Team

It is the role of the Membership Team to cultivate prospective members, engage new members, and support the membership needs of the church.

In 2016, the Membership Team:

Implemented 2nd Sunday Coffee - This is an informal opportunity for visitors who are interested in learning more about CPC to do so in an environment that is smaller and less overwhelming than the after church fellowship. Membership Team and Pastors supported 9 of these events, and every event had at least one visitor attend. We saw an average of 3 visitors attend, and at it's height we had 5-7 visitors join us.

Held New Member Classes - Two new member classes were held, each class having at least 8 attendees. Each class was held before worship and then immediately after worship, the Session entertained those who wished to join the church. During the class, attendees heard from the Stewardship and Mission Teams, and were asked to consider how they may give of their time and resources should they join the church. This resulted in several new members making a financial pledge to CPC. At this time, the number of new members in 2016 is unavailable.

Created New Processes: As a team, and in conjunction with the Evangelism Team, we created a streamlined process for cultivating visitors, called a Visitor to Member Pipeline. This plan is a good start to help us stay connected with those visiting CPC and support them as they may choose to become a member or continue to attend worship as a visitor. Membership lacked volunteers to execute this plan, however we are confident this is a solid plan and with the help of a few new committee members, is easy to put into action.

Kudos!

Linda Kruetz generously donates her time to keep the New Members board up-to-date. Thank you, Linda!

Pat Soderlind continues to greet our visitors and new members, ensuring they have CPC nametags. Thank you, Pat!

J'Lane Spence, a new CPC member in 2016, joined the Membership Team and graciously donates her time to update our Facebook page. Thank you, J'Lane!

Where we need support:

Please join our team! If you're a "people person", you'll be a great addition. The most important skill to have is a love for connecting with people. We need those who are interested in helping us connect with visitors through email, phone calls, and coffee visits.

Become a mentor! In 2016, we struggled to find congregants who were up for the very fun and supportive challenge of mentoring a new member through their first year. We have a plan in place to help you do it, but a warm and willing body is what makes it a success.

Host a new member gathering: Part of our Visitor to Member plan is inviting all new members and the pastors to a once-a-year gathering in someone's home. We'd like to see this executed in 2017, but need a space large enough to host it, as well as a family to sponsor the food for the gathering. Please let the Membership Chair know if you're interested.

2016 Annual Report - Facilities Team

A major focus of the Facilities Team during 2016 was the status of the building's heating, ventilating and air conditioning (HVAC) system. To determine the feasibility and cost of refurbishing or replacing the HVAC system, a local mechanical engineering firm was hired in March. In April the firm presented the finding of their study to the Facilities Team. Their recommendation was to replace the 60 year old HVAC system with more efficient heating and cooling technology. The estimated cost was around \$412,000. The Facilities Team, in coordination with the Finance Team, Stewardship Team and Trustees, considered several funding options and felt that the best option was from the Presbyterian Investment and Loan Program called *The Restoring Creation Loan*. With the assistance of the engineering firm, the church solicited construction bids for a new HVAC system. The bids received were at a much higher cost than anticipated. The church is continuing to consider its options for the replacement of the HVAC system.

The Facilities Team also performed many tasks related to the general upkeep of the building. Clif Collins got the opportunity to evaluate the day-to-day work of keeping the building clean and presentable when he filled in as church custodian while our current custodian was on parental leave. Facilities received the approval from Staff Team to work with the custodian to identify the current tasks the position requires. We will be working with the custodian in 2017 and recommend changes to Staff Team that would result in a cleaner building and/or better work experience for our custodian.

The team also did some general maintenance throughout the year such as planting, minor repairs, painting, etc.

Central Presbyterian Church

	TOTAL YEAR TO DATE		ANNUAL
	2016 Actual	2016 Budget	2017 Budget
Income			
4000.01 · Pledges - Unrestricted	491,306	492,000	500,000.00
4005 · Non-Pledged Gifts	34,964	27,000	27,000.00
4010 · Loose Plate Offerings	15,603	15,000	15,000.00
4015 · Legacies & Bequests	641	803	600.00
4050 · Monthly Rentals	30,550	30,000	30,000.00
4055 · Weddings	5,325	3,000	4,000.00
4065 · Twelve-Steps	1,732	1,596	1,800.00
4070 · Other Building Use	0	456	-
4075 · Special Events	14,284	12,996	15,000.00
4090 · Other Income	0	996	500.00
4100 · Investment Income	25,888	21,996	23,000.00
Total Income	620,293	605,843	616,900.00
Expense			
5000 · Staff	409,112	422,003	434,758
5200 · Worship	17,529	20,496	22,040
5400 · Mission	41,501	41,499	43,700
5600 · Christian Education	5,394	7,805	7,075
5900 · Social Action	1,600	1,596	1,600
6000 · Relationship Building	446	600	600
6100 · Membership	184	300	300
6200 · Evangelism	6,794	7,500	7,200
6800 · Facilities	23,577	21,504	23,600
7000 · Finance	833	996	1,000
7200 · Administration	102,507	94,248	102,450
8000 · Support Services	0	996	0
Total Expense	609,477	619,543	644,323
Net Income	10,816	(13,700)	(27,423)

Terms of Call: Associate Pastor Kim Rogers

Salary & Housing	58,079
FICA Allowance	1,742
Pension/Medical	21,199
Medical Reimbursement	2,700
Auto Reimbursement	700
Business Reimbursement	1,600
Study Allowance	<u>1,000</u>
TOTAL	87,020