



Name of Church

Congregational Church of Austin UCC

Address

408 W 23rd St
Austin, TX 78705

Conference:

South Central

Association:

Heart of Texas

Title

Full Time Settled Pastor and Teacher

Start Date

Sep 1, 2025

Description

The Congregational Church of Austin, UCC is searching for a full-time Settled Pastor and Teacher. This position would lead the congregation in worship and social justice ministries throughout Austin. The settled pastor would also guide the members through a redevelopment project that includes razing the current building, developing a ground lease for income, and providing space for organizations that share the church's vision of providing a nurturing, safe, and affirming community for all people to flourish in God's peace, justice, and love.

Church Contact Information

reuelnash@gmail.com (Email Address)

Listing Information

Web Presences

<https://congregationalchurchofaustin.org>

Type: Other

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

Rev. Molly Carlson / Stacey Silvey

Title:

Interim Conference Minister / Business Manager

Phone:

830-313-5855

Email:

sccm@sccucc.org / office@sccucc.org

Summary Ministry Description

The Congregational Church of Austin is a century-old, liberal, intellectual, broad-minded, open-and-affirming congregation who are providentially located next to the vibrant University of Texas campus and who have committed to an extraordinary new development of our church property, our mission, and our transformative presence in this community. God has graced us with the unique opportunity and calling to develop a new 20-40 story building on our present location which:

- will provide an expanded and enhanced home for our internal congregational worship, fellowship, and activities;
- will serve as a radiant community center hosting programs and events that contribute to spiritual connection and uplift in the larger community around us, e.g.: concerts, performances, support groups, lectures, interfaith dialogue, community organizing, etc.;
- will create space for social services that meet vital human needs in the community;
- will include safe, supportive student housing, with a large portion specifically reserved for affordable housing for low-income students;
- will generate substantial new revenue for our church allowing us to expand and sustain church staff, activities, and missions.

To help us navigate this exciting transition and faithfully discern God's calling in this challenging process, we seek a collaborative and visionary leader – a head pastor who will walk with us in this journey. God is calling us to find a shepherd who can help nurture our faith, strengthen and expand our fellowship, wisely steward our abundance, and build strong relationships with current and future partners, especially including other faith communities and civic groups. We are eager to embrace transformation and we invite a dynamic pastor to join us in shaping this next chapter in the life of our church.

Church pictures



What we value about living in our area.

Living in Austin is an experience that is unique in Texas. Many in the Austin area are progressive in their voting and daily lives. Austinites can be found outdoors on the lake, running or biking on local trails, enjoying concerts, eating good food, and meeting people. The state legislature is in Austin, the capitol of Texas, as is the University of Texas main campus. Austin is now the 10th largest city in the country.

The weather here is mild in the winter, occasionally getting below freezing, and spring and fall are very pleasant for outdoor activities. Summer is extremely hot for all but the most acclimatized so outdoor activities might be limited to going out late in the evening or early in the morning. We are extremely grateful for air conditioning!

Our church is located one block west of the University of Texas, the largest university in the state, and many students can be seen rushing to and from classes during the school months. In the summer, the neighborhood is a little quieter. We enjoy being next to campus - we like the life the students bring, and some of our ministry is shaped by their influence.

We value what we can bring to our local population - as a reproductive rights church, we can have a positive and meaningful impact on this large population near us. There are also a few unhoused people in the neighborhood that are generally a little younger. We value being able to help these people as they are on life's journey.

Current size of membership

70

Average in person attendance

23

Does your church hold virtual worship services?

Yes

Choose platform type(s) and number for virtual worship.

Video Conferencing

On average, how many devices are logged in per service?

5

Video Hosting Platform

On average, how many views are received per service?

30

Languages used in ministry

English

Position Title

Full Time Settled Pastor and Teacher

Position Duration

Settled

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

No

Scope of WorkSome fields reference [The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ](#).

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the [Call Agreement Workbook](#).[Download scope of Work](#)

3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

First:

Preaching and Theological Knowledge

Our congregation is highly intellectual and appreciates a pastor who can stimulate and challenge us to learn and grow through their weekly sermons and other study groups. Someone who isn't afraid to openly wrestle with difficult truths and provide enlightening perspectives that engage us on a deeper, more thoughtful level will be very welcome at CCoA.

Second:

Vision

As we enter a new and exciting phase of our life together as a church with the redevelopment of our property we need a pastor who can guide us confidently through this season of immense change. This person must be bold in dreaming with us about what our new church can be, not just in the physical sense but in our sense of self and how we will be able to better minister to our surrounding communities.

We try to be a genuinely welcoming congregation, but we know we can grow to be an even more safe and inclusive church community and space for all people no matter where they are on life's journey. We would highly value a pastor who could help us mature into this best version of ourselves.

Our new pastor should be a good shepherd of our growing resources and help us to discern where and how to best spend our time and talents in order to serve our local communities in more meaningful and impactful ways.

Third:

Leadership

While our polity is congregational, It is an absolute necessity that our future pastor be an effective leader and clear communicator as we enter this transformational period of growth and change. They must be able to handle a wide variety of executive and managerial tasks with ease.

It is our hope that our new pastor could be managing other pastoral staff in the future as our resources grow. We seek someone who is comfortable delegating tasks and tending to intrapersonal relationships in a gracious and confident manner.

Compensation and Support

The salary basis comes from the [Call Agreement Workbook](#), equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE(IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	38500	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	16500	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	12500	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 67500			
Pension/Annuity	9450	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	5163	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	10000	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance	506	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	506	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input type="checkbox"/>	<input type="checkbox"/>

If needed, please comment further on your church's salary and benefits for the minister.

- The base salary (cash + housing) depends upon experience; the range is listed above when considering the Experiential Difference.
- Pension, FICA offset, Life Insurance, and Disability Insurance are calculated as a percentage of the base salary. The experienced base salary is used for the calculations above.
- Worker's Compensation is a benefit for all our employees, including the pastor, and is not listed here as part of the pastor's compensation.
- \$1500 travel and continuing education reimbursement
- Our exciting building redevelopment process will be transformative in many ways. Besides having a new space for us and our ministries, we expect the revenue from the ground lease to provide support for higher salaries, more staff, and a better ability to minister to those around us.

The expected living situation for our next minister.

housing allowance, no parsonage, no home equity allowance

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

No

Not applicable

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

Not applicable

Additional reimbursements the next Pastor can expect to receive as part of their employment:

Reimbursement for use of personal vehicle.

Conference and/or Association meeting registrations

Other meeting registrations (or educational requirement registrations).

Peer and professional supports available for ministers in our association/conferences.

Our minister benefits from robust support through local clergy and interfaith groups, UCC association/conference resources, and connections with Austin seminaries. These connections extend beyond denominational lines to include interfaith partnerships, notably with organizations like Interfaith Action of Central Texas and Central Texas Interfaith.

Who Is God Calling to Minister with Us?

The ministry goals we envision our next minister collaborating with the congregation to achieve.

We would like the new minister to lead us in living out our vision: ***Providing a nurturing, safe, and affirming community for all people to flourish in God's love, justice, and peace,*** and to help us develop and implement our mission.

Discernment and Strategic Planning:

- Guiding the congregation in discerning their mission and vision, particularly in light of the church's property redevelopment.
- Facilitating discussions about the church's future location and its alignment with their mission.
- Helping the congregation prioritize ministry goals and make realistic decisions regarding resource allocation.

Congregational Growth and Development:

- Attracting new members from diverse backgrounds and strengthening the existing congregation.
- Building a welcoming and inclusive community.
- Fostering spiritual growth and deepening faith among members.

Leadership and Pastoral Care:

- Providing strong and compassionate leadership during a time of transition and change.
- Facilitating courageous conversations and potentially mediating disputes.
- Offering warm and approachable pastoral care to all.
- Providing support for a small congregation, and helping that congregation to grow.

Community Engagement and Social Justice:

- Continuing the church's tradition of innovation and leadership in the community.
- Utilizing new resources to expand the church's impact on the neighborhood and city.
- Continue interfaith work.
- Maintaining a strong social justice focus.

Personal Qualities:

- Possessing strong interpersonal skills, including warmth, approachability, and effective communication.
- Being a skilled administrator and able to balance multiple responsibilities.
- Demonstrating theological depth and a commitment to social justice.
- Being a balanced and healthy individual with a good sense of humor.
- Being supportive of the LGBTQIA community.

How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.

We envision a minister who will inspire and guide us to create a significant impact beyond our walls. We seek a visionary leader who can dream alongside us, and help us discern and effectively serve our community. The new pastor will help us envision possibilities, and work collaboratively with us to implement them, transforming our dreams into tangible actions.

Specifically, we are deeply concerned about the epidemic of loneliness, particularly among students in our community. We hope our new minister will bring innovative ideas and a passion for addressing this critical need. We desire a leader who can help us develop programs and partnerships that foster connection, belonging, and support, making our church a beacon of hope and a vital resource for those seeking community. We believe that by working together, we can create a lasting positive impact that extends far beyond the physical boundaries of our church.

Language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

English

Based on what we have learned about who our church is, who our church's neighbor is, and who God is calling the church to become, these are four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that our next minister will display to further equip the congregation's ministry in these areas.

Working together for justice and mercyOur next pastor will lead us in living out God's justice through prophetic preaching, public advocacy, and strong community partnerships. They will engage in social justice movements, strengthen interfaith collaborations, and ensure our congregation remains a place of radical hospitality, equity, and transformative action.

Building transformational leadership skillsThe pastor will equip and empower lay leaders, fostering a collaborative church culture. They will guide us through our redevelopment project and strategic visioning, ensuring sustainability in stewardship, administration, and governance.

Participating in theological praxisBridging faith and action, the pastor will engage theology that speaks to real-world issues. Through prophetic preaching and teaching, they will help us explore faith as a dynamic, evolving practice, rooted in progressive Christian theology, UCC identity, and a commitment to justice.

Engaging sacred stories and traditionsThe pastor will help us connect ancient wisdom to contemporary life through creative worship, scripture, and liturgy. They will nurture a rich spiritual life that honors diverse theological perspectives while grounding us in love, justice, and community.

We seek a bold, compassionate leader who will journey with us in faith, justice, and transformation, expanding our impact in Austin and beyond.

Who Is God Calling Us to Become?

"You shall love the Lord your God with all your heart, and with all your soul, and with all your mind." (Matthew 22:37 NRSV)

Who God is calling us to become as a congregation.

God is calling the CCA to be, to build, and to sustain a faith community that can discern and fulfill the following vocations, as God gives us the opportunity:

- To minister to the material and spiritual needs of the adjacent university neighborhood, the surrounding city, the nation, our global community, and the whole of God's creation.
- To build and nurture vibrant bonds of fellowship among our church's individual members in worship together, mutual support for one another, and collective service to others.
- To inspire within each individual member the inner spirituality, challenge, resilience, and peace to be God's faithful and humble servant.
- To shine as a beacon of divine light for non-CCA-members in the community surrounding our church, by sponsoring wide-ranging opportunities and programs for spiritual uplift, connection, and renewal in all our daily lives.
- To build harmony and kinship among all children of God of every religious faith and secular aspiration..

Examples of some particular kinds of endeavors that God may presently be calling the CCA to undertake or host:

- Creative stewardship of the new resources that will be generated by CCA's planned ground lease for a new high-rise building (i.e., new facilities, rental income, and staff) providing us the opportunity to renew and expand our presence in the neighborhood and community.
- Programs that bring together students, young people, and others for spiritual, intellectual, and emotional connection, and inspiration, overcoming alienation, cynicism and loneliness, e.g.: concerts and performances, lectures, book clubs, film series, discussion groups, community justice coalitions, affinity groups, yoga classes, meditation groups, social fellowships around music, art, dance, etc.

- Community service projects through which CCA members can contribute their talents and can deepen a sense of belonging and shared purpose among us all.

How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

One of our biggest challenges is how to reach a new group of congregants. We have maintained our small congregation over the past five to ten years, with a few additional members. The main body of the church seems to stay, and the new additions tend to come and go. As the members of the church are getting older, our congregation shrinks. We need to find the next set of people that will use our services as a way to empower their lives, and help the church grow and thrive in order to create a space for the surrounding community to feel like we could have an impact on their lives. Reaching out to students and younger people is going to be a key way for us to continue as a strong community member. The other main challenge is in our great fortune in being located near UT campus, where these few blocks around the school have been renowned to create more student amenities. We have been working with real estate brokers to redevelop our property. The challenge, of course, is finding a path forward where our property is being developed in a way that the congregants of the church can accept and thrive in. Change can be difficult for everyone, so shepherding in the change that will occur will be paramount to the position.

Congregation Reflections

We would describe our congregation's life of faith as...

CCA's formal Vision Statement captures, in broad terms, our congregation's shared life of faith and aspiration: "Providing a nurturing, safe, and affirming community for all people to flourish in God's love, justice, and peace."

In our liturgy, the church embraces a rare combination of rational intellectual exploration of our faith, on the one hand, blended with sensory, ritual expressions of our spirituality on the other hand. The congregation tends to be highly educated and well-read - including a significant number of current and retired university faculty and ordained ministers. Yet we also share a deep appreciation of uplifting spiritual practices such as the ritual lighting of candles, tying prayer ribbons onto our prayer net, singing, our shared celebration of inspired musicianship, and our weekly ritual of sharing of joys and concerns.

Our congregation's life of faith is also built around our shared commitment to community action for the social justice that our faith inspires us to pursue. Our support for and collaboration with healing, reconciling, and uplifting ministries binds us together in fellowship with one another and with diverse communities beyond our church.

Strengths or positive qualities of our congregation.

Our congregation's strengths are multifaceted. We are a community enriched by highly educated members, many holding graduate degrees and including current and retired professors, fostering intellectual engagement and thoughtful discourse. Our members demonstrate a deep commitment to service, actively participating in mission and conference activities. During worship, we cherish the tradition of sharing Joys and Concerns, creating a supportive and intimate atmosphere. Furthermore, we are deeply committed to promoting justice within our community, actively seeking ways to make a positive impact.

A growing edge for our congregation and what we plan to strengthen as a congregation

A significant growing edge for our congregation lies in navigating the upcoming ground lease and building development process, along with the crucial task of discovering and developing our new mission in light of these changes. This multi-faceted endeavor will require us to strengthen our adaptability and unity as we face the challenges of discerning the best development proposal, transitioning to a temporary worship space, making thoughtful decisions about our belongings, and ultimately re-establishing our identity in a new facility. This period will be an opportunity to learn and grow together as we embrace change and shape our future, guided by a renewed understanding of our purpose.

What worship is like when our congregation gathers.

When our congregation gathers for worship in our sanctuary, the service follows a traditional structure. We begin with a welcoming from the Pastor, followed by a responsive Call to Worship and an opening hymn. Scripture is central, with Bible readings shared each week, often complemented by a beautiful anthem performed by our trio of musicians and small choir, led by our dedicated music director.

Pastoral prayer offers a time for reflection and intercession, leading into the sermon, which our members often describe as insightful, thought-provoking, and relevant to their lives. We practice monthly communion, remembering Christ's sacrifice. The service concludes with an offering, a closing hymn, and a benediction.

Music is deeply valued in our worship, enriching our experience and providing another avenue for connection with the divine. We also have a unique tradition of a "prayer net," where individuals can tie ribbons as a visual symbol of our collective prayers being lifted together. While our sharing of Joys and Concerns has moved to a separate online space to respect privacy in our streamed services, the spirit of care and support remains a vital aspect of our community.

The educational program/faith formation vision of our church.

We have offered Children's and Youth Sunday School, Confirmation Classes, and Youth Study Groups, but don't currently have anyone of the age to participate in that.

We have regular meetings of the Men's Book Study Group and the Women's Book Study Group. They operate by agreeing on a book to read and discuss.

Our interim pastor did three books studies, sometimes in connection with other churches, on:

- Me and White Supremacy by Layla Saad
- The Fifth Stream: Afro-Christian Convention of the UCC

- The Religion of Whiteness: How Racism Distorts the Christian Faith, by Michael Emerson

How our congregation is organized for ministry and mission.

Our congregation operates under a congregational polity, meaning that significant decisions are ultimately made through congregational votes. To facilitate our ministry and mission efforts, we have a Coordinating Council that meets monthly. This body serves as a central hub for communication, planning, and reviewing initiatives from the Pastor and our various boards.

The Board of Trustees is responsible for the business and building matters of the church, meeting monthly and developing the annual budget for congregational approval at the Annual Meeting. Our Deacons also meet monthly, focusing on the vital areas of worship planning and congregational care. Our commitment to mission is supported by a dedicated Outreach Coordinator who takes the lead in planning and managing our various mission activities. The Moderator plays a crucial role by chairing both the Coordinating Council meetings and all Congregational Meetings, ensuring smooth communication and effective decision-making processes within our organizational structure.

When it comes to decision-making, 8 hours are spent in meetings per month.

Is the pastor expected to attend all church meetings?

Yes

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

Typically such an issue would be noticed at first by the Pastor or staff, who would call the Moderator or the Chair of the Board of Trustees to discuss it. Issues related to the building (e.g. flooding in the basement) or safety (e.g. need to hire a security guard) would be handled by the Trustees and reviewed by the Coordinating Council.

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance

[2024 Annual Report REVISED JAN 30, 2025.pdf](#)

11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

[Download 11-Year Report](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	31
NUMBER OF ACTIVE NON-MEMBERS:	20
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	51

ARE THESE NUMBERS ESTIMATES?

No

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	77%
LESS THAN 10, MORE THAN 5 YEARS:	16%
LESS THAN 5 YEARS:	7%

ARE THESE NUMBERS ESTIMATES?

Yes



Number of total participants by age:

AGE	NUMBER
0-11	0
12-17	0
18-24	0
25-34	1
35-44	1
45-54	3
55-64	9
65-74	4
75+	12

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	3%
HOUSEHOLDS WITH MINORS:	16%
SINGLE ADULTS AGE 35-65:	13%
JOINT HOUSEHOLDS WITH NO MINORS:	52%
SINGLE ADULTS OVER 65:	16%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	0%
COLLEGE:	16%
GRADUATE SCHOOL:	84%
SPECIALTY TRAINING:	0%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	50%
ADULTS WHO ARE RETIRED:	43%
ADULTS WHO ARE NOT FULLY EMPLOYED:	7%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

Physical Therapist

Chaplain

Attorney

Clergy

Tax Examiner

Middle school choir director

Attorney/nonprofit manager

Scientist

The mix of ethnic heritages in our congregation, and the overall racial make-up.

We are about 94% white or Caucasian, with 3% Asian or Pacific Islander, and 3% multi-racial.

What diversity means in our context?

We are a highly educated, predominantly white congregation with many members who are current (e.g. chaplains) or retired clergy, many members who are retired professors, scientists, or engineers, and several lawyers. The religious background of members includes UCC, Methodist, Catholic, and Baptist.

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future

No

Participation and Staffing

Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Christmas Eve and Easter Worship	30	pastor
Choirs and Music Groups	7	music director
Church-based Bible Study	10	pastor
Communion (served how often?)	30	pastor
Prayer or Meditation Groups	10	pastor
Worship (digital / online / livestream)	25	pastor

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
11am	25	pastor

Additional comments:

Communion is served on the first Sunday of each month.

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

NAME	THREE-WAY OR FOUR-WAY COVENANT	MINISTRY SETTING	TYPE OF MINISTRY ROLE	RETIRED
Elizabeth Nash	4	Association Minister	Association Minister	<input checked="" type="checkbox"/>
CJ Wood	4	hospice	chaplain	<input type="checkbox"/>
Sarah Darter	4	hospital	chaplain	<input type="checkbox"/>
Cecile Adam	4	hospital	chaplain	<input checked="" type="checkbox"/>
Whit Bodman	4	seminary	professor	<input checked="" type="checkbox"/>
Sarah Bentley	4	hospital	chaplain	<input checked="" type="checkbox"/>

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

Elizabeth Nash is the Moderator of the Church. Sarah Darter and Cecile Adam serve on the Board of Deacons. CJ Wood is the chair of the Association Committee on Ministry.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Music Director	no	part	pastor	2 years
Director of online ministry	no	part	pastor	1 year
Office Manager	no	part	pastor	> 10 years
Custodian	no	part	pastor	>10 years
musicians (3)	no	part	Music Director	1 week to 15 years

Reflection: What this information reflect about our congregation's overall ministry:

We're progressive. We support lots of progressive causes (e.g. Micah 6 Austin,, Reproductive Freedom). We're highly educated. We're generous.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	184931
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	7900
Gifts Designated for a Specific Purpose	16489
Rentals of Church Building	31350
Total	240670

Current annual expenses (dollars budgeted for most recent fiscal year):

248686

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget–list current budgeted expenses here.

[Download church budget](#)

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?

38

Has the church ever failed to pay its financial obligations to a minister of the church?

No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (indicate those included during the most recent fiscal year)

Our Church's Wider Mission (OCWM – Basic Support)
One Great Hour of Sharing
Strengthen the Church
Neighbors in Need
Christmas Fund

In what way is OCWM (Basic Support) gathered?

This is a budgeted line item. We often solicit additional donations to increase the OCWM support and the other items.

If calculated as a percentage of operating budget, this is the percentage?

2

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

No

Capital Campaigns

Description of any building programs projected or underway.

Congregational Church of Austin plans a 20-40 story high-rise on its property via a 99-year ground lease. We envision church space, nonprofit rentals, and university housing (20%+ affordable). Collaborating with University Presbyterian Church, we have engaged a broker. Financing will be from rental income. Construction could start 2026-27, lasting 1-2 years. Budget not known yet.

Pictures

Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

Description the prominent mission component(s) involved in the most recent (or current) capital campaign.

No response

Does your church have an endowment?

Yes

What is the market value of the assets?

No response

Are funds drawn as needed, regularly, or under certain circumstances?

the only draws are a prescribed 4% of the 5 year average value

What is the percentage rate of draw (last year, compared to 5 years ago)?

same %, although the actual dollars has increased

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:

We have not approved any additional draws from the endowment to meet budget expenses.

At the current rate of draw, how long might the endowment last?

into perpetuity

Please comment on the above calculations or estimates:

No response

Other Assets

our building and property

Reserves (savings):

59000

Investments (other than endowment):

97980

Does the church have a parsonage?

No

Description of all buildings owned by the church:

The original building consists of a small sanctuary, a bathroom, a fellowship room, and a library. There is a basement which includes a kitchen, 2 bathrooms, several storage rooms, and a large flexible use area. This basement area has been rented for at least 20 years. In the 1960s the Towery Wing was built which included a choir practice room (basement), main floor offices, more restrooms, Sunday School areas for various ages on the second floor, and an apartment on the 3rd floor. There was a remodel about 12 years ago to upgrade the bathroom on the 1st floor and add a small kitchen.

Description of non-owned buildings or space used or rented by the church:

None

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids

Large print bulletins
Wheelchair access in bathrooms
Handrails on all stairs

Which spaces are accessible to wheelchairs:

Main floor only

Policies regarding financial practices of the church:

The Financial Secretary tracks all incoming funds and reports that information without any identifying donor information.
The Treasurer handles expenditures and payroll. Treasurer has the authority to pay bills for budget expenditures.
Trustees approve other expenditures and are in charge of setting the investment policy, the endowment policy for diverting some of the endowment toward budget.

Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:

We have a good location. Our development plans should lead to substantial resources for our mission and ministry, provided that we manage everything well.

Historical Information**Significant happenings in the history of our church that have shaped the identity of our congregation.**

Loss of direct ministry to the Homeless: The church's involvement in serving the homeless population through former tenants Lifeworks and Street Youth Ministry played a crucial role in shaping its identity as a congregation that cares for the marginalized and vulnerable. Unfortunately, the loss of these tenants and the aggressive threatening actions of one homeless person have meant the loss of this direct ministry.

COVID-19 Pandemic: The pandemic forced the church to adapt its worship practices and community engagement, leading to the adoption of online platforms and collaborative efforts with other congregations. This highlighted the church's resilience and willingness to embrace change in order to continue serving both its local and remote members.

Decision to Remain at the Current Location: The decision to stay at the current location and develop the property signifies the church's commitment to its community and its vision for the future.

A specific change our church has managed in the recent past.

The church is undertaking the momentous change of replacing our current 100-year-old building with a new high-rise building which: will include entirely new church facilities for our worship and other functions; will increase affordable housing for students in the neighborhood; and will generate rental income for expansion of our church and vital community services. Over the last decade the church has managed a gradual, careful process to build consensus on this project, addressing deeply-felt concerns and anxieties, and cultivating an inspired common vision. Our process has included:

- Commissioning a Task Force on Property Development to explore options and make recommendations to the Coordinating Council;
- Convening of 15-20 congregational discussions (so far);
- Two formal congregational resolutions;
- Consensus selection of a major real estate broker to guide us.
- Ongoing bi-weekly meetings of the TFPD and quarterly briefings for the congregation.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.

Our church values include love, respect, patience, integrity and accountability, but, at times, we have demonstrated values that include fear, avoidance, and judgmentalism. It is easy to lean into the positive values when the conflict is somewhat minor, but when the conflict is large, some of us can devolve into negative behaviors, including fear, avoiding confrontation, and discussing the problem behind someone's back. Calmly listening and seeking to understand another perspective are practices that we generally use, and some members consistently demonstrate positive values and practices.

The most recent major conflict through which our church has navigated.

Many years ago, the church installed a water spigot to serve the homeless, reflecting a core ministry of compassion. During the pandemic, our long-time pastor resigned, and a designated pastor was called. At the same time, safety concerns grew as reduced campus presence coincided with more frequent outbursts from some homeless neighbors. The new pastor addressed long-standing challenges differently than the previous pastor, who regularly cleaned up needles and condoms. The new pastor raised concerns about safety risks, especially from one neighbor. Security was hired, and police, responding regularly, advised that services move indoors and the spigot be removed. The Coordinating Council voted to remove it, and the Trustees carried out the decision. While no arguments erupted, the change sparked discomfort. Some felt the church was shifting from compassion to fear. Though done for safety, the decision left many uneasy as the church faced the challenge of redefining its ministry.

Ministerial History:

Name: Amelia Fulbright

Years of service: 2

UCC Standing

Name: Tom VandeStadt

Years of service: 20

UCC Standing

Name: Yoshi Kanada

Years of service: 12

UCC Standing

What our church has learned about itself and its relationship with people who provided ministerial leadership.

We have long been blessed with gifted pastors who minister with us. We welcome liberal, intellectual, and justice-focused leadership. We value our Congregational identity and seek a pastor who is a companion in ministry. We treasure substantive worship to challenge our thinking and faith through biblically grounded, socially engaged preaching. We tend to follow our pastors' justice passions—engaging in homeless ministry with one, and becoming a Reproductive Freedom church with another. We've learned pastoral leadership shapes our mission while honoring our shared values.

Has any past leader left under pressure or by involuntary termination?

No

Has your church been involved in a Situational Support Consultation?

No

Has a past pastor been the subject of a Fitness Review while at your church?

No

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

Community Vision

How the relationships and activities of our congregation extend outward in service and advocacy.

Our congregation has cherished a tradition of participating in outward-facing service and advocacy for justice, community uplift, and healing reconciliation. Examples of our current and recent activities and action include our participation in and support for:

- The Micah 6 food pantry and feeding programs for our food-insecure neighbors;
- Central Texas Interfaith, a community action and advocacy consortium of churches and community organizations, and unions advocating for fair public policies;
- The Equal Justice Center, which provides employment justice legal aid for immigrant and low-wage working people;
- Multiple LGBTQIA+ ministries, support groups, and advocacy programs;
- Reproductive freedom advocacy groups and support initiatives;
- Houston-Tillotson University, an Austin HBCU with historic ties to the UCC;
- Interfaith dialogue and relationship building activities with our Muslim and Jewish congregations and groups;
- Hosting community-based music and arts programs.

Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

Our congregation actively engages with the wider UCC through various avenues.

Conference Level: We send a delegate to the annual Conference meetings, where we engage in discussions on important issues facing the denomination. One of our members is currently on the Conference Board of Directors and we have had members serve on various Conference committees, including the Committee on Ministry.

Association Level: We actively participate in our Association's meetings and committees, fostering relationships with other churches in our local area.

Mission Work: We support Back Bay Mission through both financial contributions and volunteer service, with several members having served on the Mission's Board of Directors.

Camp Support: When Slumber Falls Camp was still owned by the South Central Conference, we sent campers and counselors to the Camp, and had adult retreats there.

National Level: We have had church members serve as delegates to the General Synod.

How our church engages with the community organizing movements in our community.

We actively engage community organizing through Central Texas Interfaith (CTI), championing social justice. As an Open & Affirming church (since about 2004), we support the LGBTQIA+ community, including Pride participation. We're a Reproductive Freedom congregation, collaborating with Texas Impact and Just Texas. We partner with Micah 6 for the unhoused (meals, sometimes shelter) and plan affordable housing in our redevelopment, addressing Austin's rising costs.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations, through [Just World Covenants](#) or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

Open and Affirming (ONA).

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

We are an Open and Affirming church, welcoming all. As a reproductive justice church near the Texas Capitol and UT Austin, we offer a safe space and "Reproductive Health Kits" (morning-after pill, condoms, resources), coordinated with Just Texas. We advocate for reproductive freedom without judgment. Exploring the Just Peace designation, we strongly believe in vocal Social Justice advocacy due to our proximity to the university and capital.

Our congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

Our congregation actively fosters strong connections within the wider faith community. We maintain active associations with several interfaith groups, including iAct, TFN/Just Texas, CTI, and Micah 6 of Austin. For many years, we also cultivated interdenominational relationships through a joint youth group program with University Christian Church, University Baptist Church, and University Presbyterian Church. Additionally, we have built bridges with our Muslim neighbors by hosting and participating in Iftar dinners with the Dialogue Institute Austin, and we enjoy a positive relationship with a nearby mosque.

How our mission statement compares to the actual time spent engaging in different activities.

Our vision—"Providing a nurturing, safe, and affirming community for all people to flourish in God's love, justice, and peace"—guides how we gather, govern, and go out. As a church community, we prioritize inclusive worship, caring relationships, and shared leadership that nurtures belonging and spiritual growth. Our Coordinating Council and boards seek to make decisions grounded in love and justice. We also live out our faith through mission: showing up at the Texas Capitol with Central Texas Interfaith, supporting reproductive justice, and advocating for those on the margins. Whether in worship or public witness, we strive to be a community where all people can truly flourish.

The scope of work assigned to our pastor(s). How their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time.

Our congregation values a pastor with a strong outward-facing presence in the community. Living into our vision of "providing a nurturing, safe, and affirming community for all people to flourish in God's love, justice, and peace," we believe ministry must extend beyond our walls. From advocating at the Capitol to engaging in interfaith coalitions, we hope our pastor will walk alongside members already serving in the wider community and help us deepen that presence. With our upcoming development project, we are entering a new chapter of growth. We seek a pastor with the administrative skills, vision, and collaborative spirit to guide us—whether through expanding staff, nurturing new ministries, or building stronger partnerships with our neighbors.

The ARDA or MissionInsite Reflection

ARDA/MI File

[Download ARDA/MI File](#)

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

Austin is growing, and is more highly educated and stronger financially than Texas as a whole. This is probably a combination of the effects of the University of Texas and growing hi-tech companies in the area.

How our congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to our church, and b) other neighborhoods with which our church connects.

The neighborhoods adjacent to the church are predominantly dormitories and apartments for UT students and West Campus churches, with a large retail area ("The Drag") and the UT campus very closeby.

We have members and attract visitors from the entire area of the MissionInsite report, and some remote members thousands of miles away.

How the demographics of the community are currently shaping ministry, or not.

It's not clear that the demographics of the community are directly shaping the ministry, although we do match in many ways: predominantly white, with Asian, Hispanic, and Blacks. Highly educated. Progressive.

What we hear when we talk to community leaders and ask them what our church is known for.

Our church is known for its progressive position on issues and active ministry.

What new people in the church say when asked what got them involved.

One regular visitor said their home pastor had visited our church and recommended our church based on our strong, supportive, and welcoming community. He likes many aspects of our church, including our progressive ministry, connections to outside groups that help people, a strong music program, and good worship services.

References



☒ Rene Slataper

Completed: Monday, May 5, 2025

I have the privilege to speak about Congregational Church of Austin (CCA). I was employed by CCA during the Covid 19 Pandemic.

Personal Cell: (512) 366-2618

Personal Cell: (512) 366-2618

Reference Response

CCA showed what it was like to be a community who loves their ties that bound them to God and neighbor. Whether it was to reflect on the meaning of sanctuary or dropping into the YouTube broadcast, the wonderful people at CCA sought to make meaningful church worship experience even if they could not be together. The dedication to making worship happen is credited to long-time members whose traditions make service in the community feel like part of their DNA. For many years the church had a Christmas tradition of serving a traditional Christmas meal to anyone who wanted to come by, but especially those neighbors experiencing food insecurity.

CCA is in a great position for a pastor who sees the incredible opportunity in front of them. I recommend this call to any minister who can develop community opportunities, who sees a vision of growth, and can navigate change in an aging congregation.



☒ Mary Lu Johnston

Completed: Wednesday, May 7, 2025

I served as Associate Minister, University Christian Church (DOC) Austin. We shared a joint youth ministry for which I was responsible.

Primary Email Address: maryluj80@gmail.com

Personal: 5122170952

Reference Response

The Congregational Church of Austin is a small but committed congregation. I found the people of CC of A to be committed to their community and to the community at large. They were easy to work with and always seemed to enjoy being together. They are on the whole very well-educated and aware of justice issues and are ready to do what they can to make an impact. Were I looking for a small pastorate, I would not hesitate to serve at the Congregational Church of Austin.



☒ Vanessa Monroe

Completed: Wednesday, Apr 30, 2025

I am Rev. Dr. Vanessa Monroe, pastor of Bethel Church UCC in Houston, TX, in the same Conference.

Primary Email Address: pastor@bethelhouston.org

Business: 3465447780

Reference Response

My involvement with the Congregational Church of Austin, UCC, was as a co-facilitator of a book study of The Religion of Whiteness over several weeks. Their Interim Pastor, Rev. Ginny Brown Daniels, and I invited members from both congregations to read and reflect together. Several members of the Congregational Church of Austin participated faithfully throughout the series, engaging with a sometimes difficult text in an open and generous spirit. I found this congregation unafraid of difficult conversations or questions, driven by their determination to be a church where all are welcomed in their full humanity. I have also observed their support for Huston-Tillotson University, a UCC-affiliated university in our conference.



Closing Prayer

This We Have Now

Rumi

This we have now
is not imagination.
This is not
grief or joy.
Not a judging state,
or an elation,
or sadness.
Those come and go.
This is the presence that doesn't.

Statement of Consent

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

For example, church council or consistory, transition team, etc.

Search Committee:

- Reuel Nash, chair
- Bill Beardall
- Pam Tucker
- Amy Harris
- Jonathan Geer

2. Additional comments for interpreting the profile:

No response