

**Annual Meeting Agenda**  
Emerson Unitarian Universalist Church of Houston, Texas  
January 25, 2015

Call to Order

Invocation

Approval of Minutes of Annual Meeting--January 26, 2014

Approval of Minutes of Congregational Meeting on Constitution Bylaw Change--October 19, 2014

Approval of Minutes of Congregational Budget Meeting--December 14, 2014

Receipt of Reports

New Business

- Solicitation of members and chairs of select committees

**NOMINATIONS COMMITTEE**

Barbara Adams	2 Years
Linda Condit	2 Years
Florrie Snively	2 Years
Eric Watson	2 Years

**OUTREACH COMMITTEE**

Edna Kelly	3 Years
Carolyn Truesdell	3 Years
Gabe Gelb	2 Years
Ben Withers	2 Years
Karen George	1 Year

**COMMITTEE ON MINISTRY**

Bub Joyce	3 Years
Cynthia Miller	3 Years
Clara Kosloff	2 Years

**BOARD OF TRUSTEES**

Barbara Crotty	3 Years
Beth Hammer	3 Years
Craig Miller	3 Years

**2015 BOARD OFFICERS**

President, Richard Loftin  
Vice President, Mike Condit  
Kris Taylor, Past President  
Treasurer, Billye Smith  
Board Secretary, Mary Ann Stanley

Recognition of Outgoing Board Members and Board Secretary

Adjourn

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**2014 BOARD AND OFFICERS**

**OFFICERS**

Kris Taylor, President  
Richard Loftin, Vice President  
Sherle Frost Watson, Past President

Treasurer, Billye Smith  
Board Secretary, Deborah Landis

**TRUSTEES**

Shannon Butler  
Tony Collins  
Richard Loftin  
Kris Taylor  
Mike Condit  
Wade Greiner  
Victor Koosh  
Jay Jackson  
Sherle Frost Watson

**Term Expires**

2016  
2016  
2016  
2016  
2017  
2017  
2017  
2015  
2015

**Annual Report 2014**  
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**Minutes  
Annual Congregational Meeting  
Emerson Unitarian Universalist Church  
Sunday January 26, 2014**

The regular annual meeting of the congregation of Emerson Unitarian Universalist Church was called to order at 12:25 p.m. Fifty six voting members of the congregation were present at the meeting. President Sherle Frost Watson. A motion was made by Barbara Crotty to approve the minutes of the January 2013 Annual Congregational meeting and seconded by Janet Meininger. The motion passed unanimously. A motion was made by Tony Collins to approve the minutes of the January 5, 2014 budget meeting and Sarah Boyd seconded the motion. The motion passed unanimously.

**Vote on UUA Study Action Issues for 2014-2018**

A discussion was held on the 6 proposed Unitarian Universalist Association's Congregational Study Action Issues for 2014 through 2018 which included 1. Empowerment: Age and Ability Reconsidered; 2. Ending the War on Terror; 3. Escalating Inequality; 4. Gun Violence: A Public Health Issue; 5. Renewing and Securing Our American Democracy; and 6. UU Values and the Pursuit of a Just Peace for Israelis & Palestinians. A hand out was passed to those in attendance which summarized each topic. Each member in attendance could vote for up to 5 of the topics. The result of the vote for each topic was as follows: 1. 45; 2. 28; 3. 54; 4. 49; 5. 43; 6. 14. The UUA congressional representative from Emerson will report that the congregation chose topics one through five since topic 5 received the least number of votes. The UUA delegates will pick one of the action issues to study and address during this 4 year period after receiving the votes from all participating congregations.

**Amendment to the Constitution Relating to Committee on Ministry**

A motion was made by Barbara Crotty to amend the church constitution as recommended by the Committee on Ministry to increase the number of members of that Committee from 5 to 6 and extend the term of committee members from 2 to 3 years. Ken McLeod seconded the motion. The language of the proposed amendments to the church constitution discussed and voted on are attached to these minutes as Exhibit A and included as part of these minutes. After a full discussion of the constitutional amendment the motion passed with 54 in favor and 2 abstentions.

**Amendments to the Fiscal Calendar in the Policy Manual**

A motion was made by Dick Cheney and seconded by Tony Collins to amend the Fiscal Calendar in the Policy Manual to (1) each year require the attendance at the November Board Meeting of the Finance Committee chairperson or delegate, in addition to the Personnel Committee chairperson or delegate and (2) to require that the meeting of the Congregation to vote on the Proposed Operating Budget will be scheduled for Week 2 or Week 3 of December (whichever allows ten days' notice after the budget is submitted for congregational approval "not later than November," as required by Article 4 of the Bylaws. The precise language changes to the Fiscal Calendar is attached to these minutes as Exhibit B and is included as part of these minutes. After a short discussion, the motion passed unanimously.

**Constitutional Amendment Relating to Loss of Membership Status  
for Failure to Pledge**

A motion was made by Tony Collins and seconded by Richard Loftin to revise the language of the Constitution, Article 3. Clause B. concerning the conditions under which a person would cease to be a member. The precise language of the proposed constitutional amendment is attached as Exhibit C and is included as part of these minutes. A lengthy discussion took place concerning the pros and cons of the proposed constitutional amendment. Some church members expressed the view that members who contribute money to the church but do not make a formal written pledge would lose their membership status under this new constitutional amendment. Others objected to the proposed amendment because they thought the language of the amendment was ambiguous. Tony Collins explained that this constitutional amendment was an attempt to make sure that all members make a written financial commitment to the church. This constitutional amendment is one way to enforce each member's duty to support the church financially. The motion passed with 42 voting in favor of the motion and 9 voting against the motion.

## **Introduction of Congregational Consultant Michael Durall**

Kris Taylor discussed the idea initially raised by Gabe and Betsy Gelb to engage a growth consultant to Emerson in “. . . getting over a financial and membership hump.” The board quickly embraced this idea followed by Sherle Frost Watson putting together a committee to head this project. The committee consists of Kris Taylor, Richard Loftin, Rachel Shada, Ken McLeod who helped with the initial vetting phase, Wade Grenier, Randy Partain, David May and Mike Condit. The committee sought a consultant outside of the UUA sources in order to give a broader perspective than could be found within the denomination. After the list of final prospective consultants was finalized, Kris Taylor conducted phone interviews with each prior to the final decision being made. Mike Durall, an independent consultant from Golden, Colorado has been chosen to work with the congregation and its leadership in this endeavor. His proposal will be submitted to the board for approval at the next board meeting. He has a Master’s degree from Harvard, authored five books on congregational life, and comes highly recommended. He has worked with congregations of just about every size and denomination including conservative Christian churches and Jewish synagogues. He is a member of a UU congregation himself and will be a good fit for his work with Emerson. Mike Durall will schedule his first visit with the church the first or second week of March. Kris said that the committee and the Board are very excited about creating a new chapter in the history of Emerson and asked for all members to participate in the process to make it a success.

### **New Board of Trustees Members**

A motion was made by Mike Condit and seconded by Jay Jackson to approve the proposed new members of the Board of Trustees which include Michael Condit, Victor Koosh, and Wade Grenier. The motion unanimously passed.

### **New Board of Trustees Officers**

A motion was made by Tony Collins and seconded by Bill Hammons to approve the proposed Board of Trustees officers which included Kris Taylor for President and Richard Loftin for Vice-president. The motion passed unanimously.

### **New Committee on Ministry Committee Members**

A motion was made by Kris Taylor and seconded by Larry Huelbig to elect Ken McLeod to a 2 year term and Greg Hunt and Robin McElfresh to 3 year terms on the Committee on Ministry. The motion passed unanimously.

### **New Nominating Committee Members**

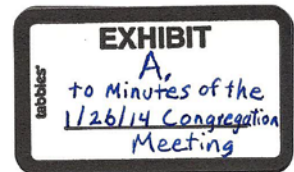
A motion was made by Barbara Crotty and seconded to elect Sarah Boyd, Betsy Gelb, and Carole Huelbig to the Nominating Committee. The motion passed unanimously.

Outgoing President Sherle Frost Watson was given gifts to thank her for her dedication and service to the church during her presidency this year. She was also praised in doing an outstanding job while dealing with many difficult issues.

The meeting was adjourned at 1:45 p.m.

Respectfully submitted,

Deborah Wotring Landis

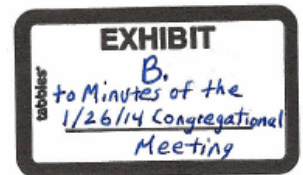


## Motion II to Amend the Fiscal Calendar in the Policy Manual

### Fiscal Calendar

	Function	Responsibility
February	Revise and update Financial Long Range Plan and present assumptions to the Board	Finance
March	Review Long Range Plan Ministers & Personnel Committee Confer	Board/Ministers Personnel
April	Identify and assess program requirements, compensation recommendations, committee requests, Board and staff requests. Hold informal meeting with Congregation on member's program wishes. Summarize all input as Program Goals for next year.	Board/Finance Committee
April W1	Provide compensation recommendations for Ministers and staff to Board	Personnel/Board
May Board Meeting	Prioritize Program Goals into Normal Goals and Stretch Goals. Transmit Program Goals to Congregation, Finance Committee and Canvass Committee.	Board
June W2	Provide draft Goal Budget based on Normal Goals, with assumptions used, and an updated Long Range Forecast to Board.	Finance
July Board Meeting	Conduct initial review of draft Goal Budget compared to Normal and Stretch Goals and current year Budget. Seek additional information as necessary.	Board
August Board Meeting	Final review of draft Goal Budget, modify as necessary, adopt total as Canvass Goal, and provide Canvass Goal to the Canvass Committee and Finance Committee.	Board
October W1 or earlier	Canvass Campaign kick-off (Fellowship dinner)	Canvass
Early November	Provide pledge income status to Finance Committee and Board	Canvass
November W2	Update Goal Budget and provide as draft Operating Budget to Board, personnel committee	Finance
November Board Meeting	Review draft Proposed Budget, modify as necessary, approve and mail notification to Congregation two weeks before Congregation Meeting. Personnel and Finance Committee chairpersons or delegates attend Board Meeting.	Board
November December W2 or W3*	Meeting of Congregation to vote on Proposed Operating Budget	Board
December Board Meeting	Pledge campaign income amount finalized. Decision by Board, in consultation with Canvass Committee and Finance Committee, whether Budget needs to be adjusted. Board also decides whether Budget adjustment exceeds a net 10% increase in spending or decrease in income requiring Congregation approval of Revised Budget.	Board, Finance Chair, Canvass Chair
January W1	If requested by Board, Revised Budget created and forwarded to Board	Finance Com.
January W2	If necessary, Revised Budget approved and mailed to Congregation	Board
January W 3-4	If necessary, Annual Congregational Meeting approves a Revised Budget.	Board

\*(whichever allows ten days' notice after the budget is submitted for congregational approval "not later than November," as required by Article 4 of the Bylaws)



#### Motion I to Amend Article V of the Constitution, Congregational Committees

##### ARTICLE V CONGREGATIONAL COMMITTEES

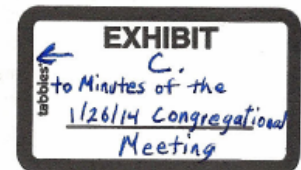
E. Committee on Ministry: The Committee on Ministry shall be composed of five (5) ~~six~~ (6) church members. All members shall be elected to two (2) ~~three~~ (3)-year ~~staggered~~ terms, with elections of three (3) members alternating with elections for two (2) members. **The Nominations Committee shall nominate two candidates per year.** This Committee shall be elected by the church membership from candidates mutually agreed upon by the Nominations Committee and the Senior Minister(s), or provided by the Nominations Committee if the church is without a Senior Minister. This Committee shall promote and facilitate the ministry of the church, including but not limited to the relationship between the Senior Minister(s) and the congregation.

**This paragraph providing for achieving the staggered terms shall expire and be removed from this Constitution after the Annual Congregational Meeting of the Congregation in 2016. The 2014 Nominations Committee shall nominate two members for three (3)-year terms and one for a two (2)-year term beginning in 2015. One of the two (2)-year members elected in 2014 will be asked to serve one (1) more year. Thereafter, beginning in 2016, the Nominations Committee shall nominate two (2) nominees each year for three (3)-year terms.**

#### Motion III to Amend Article III of the Constitution, Membership and Voting

##### ARTICLE III MEMBERSHIP AND VOTING

B. Ceasing to be a Member: Membership is to continue until death, voluntary withdrawal, failure to make any form of recorded financial contribution for a period of twenty-four (24) months **a pledge of financial support for a period of fifteen (15) months** (unless exempted from this requirement by action of the Board of Trustees) or discharge by a two-thirds majority vote of the church membership at a special meeting with those to be discharged named in the call to the meeting. The grounds for discharge shall be extreme actions contrary to the continuing welfare of the congregation. The quorum for that special meeting shall be 15 percent of the membership of record of the church.



**Minutes**  
**Congregational Meeting Regarding Proposed Constitutional Amendments**  
**Emerson Unitarian Universalist Church**  
**Sunday October 19, 2014**

A congregational meeting of Emerson Unitarian Universalist Church was called to order at 12:25 p.m. by President Kris Taylor to discuss proposed Constitutional Amendments to the church's constitution. Seventy one voting members of the congregation were present at the meeting. President Kris Taylor summarized the proposed constitutional amendments and one new article to the constitution as follows:

**Summary of Proposed Constitutional Changes Concerning the Endowment**

**Article V CONGREGATIONAL COMMITTEES**

- Adds an Outreach Committee to the list of committees to be elected by the congregation
- Establishes six years as the maximum term for members of congregational committees. This will allow Outreach Committee members to serve two consecutive terms, ensuring continuity in the gifts program.

**Attached as Exhibit A. and incorporated into these minutes is the language of the Article V constitutional amendment that was proposed. A copy of Exhibit A. was distributed to the members who attended the meeting.**

**Article IX CHURCH REAL PROPERTY**

- The overall purpose of changes to Article IX is to differentiate between real property and investments (both were formerly listed as church assets).
- Items pertaining to real property remain in Article IX; all references to investments in the endowment are included in Article X.
- Since modes of member communications have changed since this article was written, the final suggested change is to bring notification procedures for congregational meetings into alignment with other parts of the constitution (pulpit announcement and 30 days' notice remain).

**Attached as Exhibit B. and incorporated into these minutes is the language of the Article IX constitutional amendment that was proposed. A copy of Exhibit B. was distributed to the members who attended the meeting.**

**Article X ENDOWMENT AND MEMORIAL GIFT FUND AND RESERVE FUND (new)**

- Establishes a fund (EMGF) to collect and administer gifts and bequests
- Distinguishes between restricted and unrestricted funds
- Sets up a mechanism for distributing funds for the purpose of implementing UU principles outside our congregation
- Establishes a reserve fund to be used for specific internal purposes:
  - capital expenditures necessary to protect and improve church real property
  - special unanticipated expenditures not provided for in the operating budget
  - providing a financial reserve for emergencies
- Specifically prohibits the use of EMGF funds to supplement the operating budget or routine maintenance of assets
  - The only exception is for restricted funds designated for such purposes.
  - This stipulation can only be overruled by a congregational vote, requiring a 15% quorum (rather than the 10% required for other votes) and a 3/4 majority (instead of 2/3).
- The Investment Committee will retain investment responsibility over the EMGF assets.
  - Establishes the role of the Investment Committee in the constitution for the first time
- The five-member Outreach Committee (elected by the congregation) will be responsible for disbursing funds from the EMGF for outreach only.
- The Board will be responsible for disbursing reserve funds.
- For cash flow purposes, the Board may make an interest-free loan to the Church (limited to 10% of the annual operating budget).

- Any loan must be repaid within 12 months.
- If the loan is not repaid, the Board is required to promptly notify the congregation of the default and provide a plan for repayment.
- Up to 6% of the EMGF may be allocated for expenditure in one fiscal year: half for outreach and half for the reserve fund. The Board, in consultation with the Outreach Committee and Investment Committee, shall determine the total funds to be allocated in each fiscal year, up to 6%.
  - Both the Outreach and Reserve Funds may accumulate unspent funds and carry them into the next fiscal year.
  - Any funds used by the Outreach Committee for expenses (i.e., publicity, recognition, etc.) will be taken from its EMGF allocation.

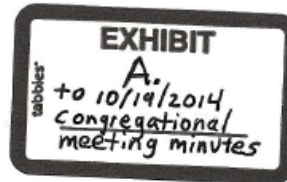
**Attached as Exhibit C. and incorporated into these minutes is the language of the proposed new Article X of the church constitution that was proposed. A copy of Exhibit C. was distributed to the members who attended the meeting.**

After presenting the summary of the constitutional amendments and the new Article X to be added to the constitution, David May made a motion to adopt the two amendments and the new Article X to the church's constitution. The motion was seconded by Dick Cheney. Kris Taylor then opened the meeting for discussion. deForest Ralph spoke in favor of the motion by saying that the changes in the constitution would protect the church's financial inheritance and at the same time allow the church to be active in making positive changes in our community. Larry Huelbig asked for someone to explain how the new canvassing concept was going to work. Kris Taylor asked Victor Koosh, the Stewardship Chairman, to answer Larry Huelbig's question. Victor Koosh said that the idea is for each member to take ownership in the church by working toward making a pledge for a three year period instead of the current method of making a pledge once a year. An average of \$4,000 a year is needed from each pledging unit. It is clear that some families will be able to contribute more and some will not be able to meet that level of contribution. He said each member must deliver on his or her financial investment in the church throughout the year. Most businesses don't know what they will sell and earn in the future and only know what was sold and earned in the past. Emerson is no different. Based on the pledge income of the church from 2014, the Stewardship Committee and the Finance Committee will work together to define the range of contributions expected. Subsequently, the Board of Trustees will propose a budget to the congregation based on the range determined by the stewardship and finance committees. Small member informational parties will be held throughout the year in members' homes to discuss the activities of the church which will inspire church members to pledge. Requesting pledges will not be the purpose of the small member informational parties but will hopefully be one of the results of these gatherings. Then Victor Koosh encouraged everyone to go online and pledge or fill out a written pledge form. Tony Collins, chairman of the finance committee, then said that the idea is for the church to have at least 80% of the pledges in each year before the budget is drafted and proposed to the congregation for approval. However, right now we do not have 80% of the pledges. Richard Loftin and Phil Richardson both spoke in favor of the motion to change the constitution which they believed would keep the endowment intact while providing money for community outreach. It is also a plus that the constitutional changes would require the current church members to pay for the operating budget and routine maintenance of the church buildings with their pledges each year. One member voiced her opposition to the constitutional changes. John Homier announced that currently there was approximately 1.2 million dollars in the unrestricted Endowment Fund. The motion passed with 70 members voting in favor and one member voting in opposition. The meeting was adjourned at 1:30 p.m.

Respectfully submitted,

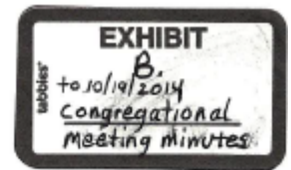
Deborah Wotring Landis, Board Secretary





## ARTICLE V CONGREGATIONAL COMMITTEES

- A. Composition: Congregational Committees shall be elected from and by the church membership and are responsible solely to the church membership. The Congregational Committees shall be the Nominations Committee, the Committee on Ministry, ~~and the Minister Search Committee~~ and the Outreach Committee.
- B. Qualifications: Candidates for service on these Committees shall have been members of the church for at least two (2) years prior to their election. No member of a Congregational Committee shall be eligible for re-election to the same Committee if the new term will cause that member's total service to exceed ~~four (4)~~ six (6) consecutive years on the same Committee. However, that individual shall be eligible for re-election to that Committee after the expiration of at least one (1) year. Nor shall a Congregational Committee member hold concurrently more than one office elected by the church membership.
- C. Vacancies: Single vacancies on the Nominations Committee, ~~and the Committee on Ministry~~ and the Outreach Committee shall be filled by elections at the next annual meeting. Whenever there are two (2) or more vacancies on ~~either any~~ of these ~~two (2)~~ three (3) Congregational Committees prior to the annual meeting, the Board of Trustees shall call a special meeting of the church membership to fill these unexpired vacancies if the remaining terms exceed ninety (90) days.



#### ARTICLE IX CHURCH ASSETS REAL PROPERTY

A. Definition: It is the intention of the church membership to preserve and enhance the church's ~~assets~~ real property, which include the church's real property, and substantial improvements on that real property, ~~and its endowment funds~~. Church ~~asset~~ real property transactions shall be defined to include the transfer of title or possession from the church of real property or substantial improvements thereon; the church's sale, encumbrance, or acquisition of such properties; ~~and the expenditure of ten (10) percent or more of the current value of the endowment funds in a single instance. Only one such withdrawal may be made in a six (6) month period without congregational approval by a two-thirds (2/3) vote of those present and voting at a properly called meeting with such action in its call.~~

B. Transactions: ~~Asset~~ Real property transactions shall require the approval of two-thirds (2/3) of those members present and voting at a properly called meeting with such action in its call. For any meeting of the church membership where any ~~asset~~ real property transaction is to be discussed or approved, notice of the same shall be read from the pulpit on two consecutive Sundays immediately preceding the meeting, and ~~published in the official church newsletter or mailed~~ communicated to the church membership at least thirty (30) days before said meeting.

## ARTICLE X

### ~~THE~~ ENDOWMENT AND MEMORIAL GIFT FUND and ~~the~~ RESERVE FUND

#### 1. FUNDS

- a. **Endowment and Memorial Gift Fund Established and Defined.** Emerson Unitarian Universalist Church (Church) shall establish and maintain an Endowment and Memorial Gift Fund ("EMGF") to collect and administer gifts, bequests and conveyances for memorial or other purposes when the intent of the donor is to make a lasting financial contribution to the Church. The EMGF shall include two classes of funds, restricted funds and unrestricted funds. Restricted funds shall include those given to be spent in a particular way, while unrestricted funds shall include gifts made for memorial purposes or the general betterment of the Church. Both classes of funds shall include any increases in their market values. Existing endowment funds held by the Church will be classified as part of the EMGF. All such monies and all real and personal property given to the Church shall be considered part of the EMGF and forwarded to the Church promptly upon receipt for recording, consolidation, and transfer of monies to the Investment Committee for investment.
- b. **Reserve Fund Established and Defined.** The Church shall establish and maintain a Reserve Fund to receive annual allocations of disbursements from unrestricted funds from the EMGF to be accumulated for Internal Purposes, as described in Paragraph 2 a, below.

#### 2. Endowment and Memorial Gift Fund Purposes.

- a. The EMGF shall be used for:

External Purposes: implementing Unitarian Universalist Principles in the world outside our Church; and

Internal Purposes:

- 1) supporting capital expenditures for the preservation or improvement of Church real property;
- 2) supporting special Church expenditures not anticipated in or provided for by the operating budget, including, but not limited to ministerial transitions and searches;
- 3) providing a financial reserve for the Church in times of emergency.

b. Neither the EMGF nor the Reserve Fund shall be expended for the Church's operating budget, nor for normal maintenance of assets, unless a restricted fund so specifies. To overrule this prohibition on the expenditure of the EMGF or Reserve Fund for the operating budget shall require a 15% quorum and a three quarter (3/4) majority in a congregational meeting with the issue in its call.

**3. Management of the EMGF and Reserve Funds.** The Board of Trustees (Board) shall establish appropriate Approved Policies for promotion of the EMGF and Reserve Fund, acceptance of gifts, management of the Fund, and disbursements from the EMGF, and will provide for the performance of these functions, as appropriate, by the Investment Committee, Outreach Committee and the Board.

#### **Problems to Avoid**

This Article X is adopted in order to minimize the problems that could occur, including, but not limited to:

By the Board of Trustees: Relying upon the EMGF or Reserve Fund to supplement the operating budget;

By the Outreach Committee: Lack of disbursements from the Endowment Fund giving it an inept or ineffective reputation, causing a disinterest in future donations and bequests to the Fund.

By the Investment Committee:

1. Ignoring the effect of inflation thus decreasing the financial power of the EMGF;
2. Having the EMGF invested too conservatively causing low growth and minimal disbursements, or having the EMGF invested too aggressively causing high risk to the future of the Fund.

The Investment Committee, Outreach Committee and Board must coordinate investment and spending policies closely toward the successful ministry of the Endowment and Memorial Gift Fund and Reserve Fund.

#### **4. Investment Committee**

**a. Appointment of Investment Committee.** There shall be an Investment Committee as a special committee appointed by the Board. Its number of members may vary, all of whom shall be at least twenty-one (21) years of age, and all of whom shall be voting members of the Church; and none of whom shall be members of the Board of the Church or members of the staff of the Church. Terms of office may be indefinite, at the discretion of the Board.



**b. Authority.** The Investment Committee shall have the authority to hold, invest, or delegate investment of the EMGF pursuant to this Article and Approved Policies. This authority includes the power to convey EMGF assets as appropriate, and to exercise from time to time all rights, powers, discretion and authorities given such fund trustees under the terms of the Texas Uniform Prudent Management of Institutional Funds Act as may hereafter be amended.

## **5. Outreach Committee.**

**a. Election of Outreach Committee.** There shall be an Outreach Committee as a Congregational Committee. Members of the Outreach Committee shall be five in number, all of whom shall be at least twenty-one (21) years of age, representing the diverse interests of the Church, and all of whom shall be voting members of the Church; and none of whom shall be members of the Board of Trustees of the Church or members of the staff of the Church. Outreach Committee members shall be nominated and elected by the congregation at the Annual Meeting to serve for a term of three (3) years, using a rotation that provides for the election of two members in two successive years, followed by a year when only one member is elected. A minister and one member of the Board of Trustees shall serve on this Committee in a non-voting, ex officio, capacity. When first established, the Outreach Committee will be formed from nominations by the Nominations Committee with two candidates to serve three-year terms, two candidates to serve two-year terms, and one candidate to serve a one-year term, all five of whom will be presented for election at the Annual Meeting.

**b. Authority.** The Outreach Committee shall have the authority and responsibility to disburse allocated funds externally or for external use as called for in this Article and in accordance with the Approved Policies.

**c. Removal of an Outreach Committee Member.** Any Outreach Committee member shall be removed from office by a two-thirds (2/3rds) vote by ballot at any Congregational meeting, providing the proposal is on the published agenda of the meeting.

**d. Vacancies.** Any vacancy on the Outreach Committee shall be filled pursuant to Article V.

**6. Reporting to the Church.** The Outreach Committee will make status information regarding its activities available quarterly on the Church website, and the Outreach and Investment Committees will report formally on their respective activities, strategies and balances to the Congregation at its Annual Meeting.

**7. Requirement for Unrestricted Fund and Authority of the Board to Make Loans to the Church from that Fund.** The EMGF will include (but is not limited to) a general, unrestricted fund (the "Unrestricted Fund"). The Board is hereby delegated the authority to make interest-free loans to the Church at any time, with the restriction that the total outstanding amount of such loans may not exceed 10% of the operating budget for that fiscal year, and must be repaid to the Unrestricted Fund within 12 months of each loan. If any of these loans is not repaid within 12 months, The Board shall promptly notify the Congregation, in writing, of the default and provide a plan for repayment. Any outstanding defaults in these loan repayments shall be reported to the Congregational Budget Meeting called for in Section 4 of the Bylaws.

**8. Annual Expenditures Allowable From Unrestricted Fund.** The dollar amount of the Unrestricted Fund potentially available for spending by the Outreach Committee for External Purposes and the Reserve Fund for Internal Purposes, both as defined in paragraph 2 a. in a given fiscal year shall be reported by the Investment Committee to the Outreach Committee and the Board. The amount potentially available for spending shall be six percent (6%) of the average of the calendar year- end market value of the Unrestricted Fund assets calculated over the three calendar years ending just prior to the beginning of the given fiscal year. For purposes of this limitation, illiquid assets shall be valued at zero. Of this potential total of six percent (6%), half shall be allocated for use by the Outreach Committee and half shall be allocated to the Reserve Fund. The fiscal year spending limit for the Outreach Committee set forth above shall apply to all disbursements by it, including administrative expenditures as described in Section 9 below. The Board shall determine the actual total amount, not to exceed six percent (6%) as calculated above, to be divided equally between the Outreach Committee and the Reserve Fund in any one year, after consultation with the Outreach Committee and Investment Committee, considering the size of the Unrestricted Fund, market conditions, balances of monies held by the Outreach Committee and Reserve Fund at the end of the fiscal year, and the needs for disbursement under paragraph 2 a. The Reserve Fund may not need to make expenditures in any one year, but may accumulate funds to address internal needs, as they arise. Any undispersed funds held by the Outreach Committee shall be available to it in the next fiscal year.

**9. Administrative Expenditures by the Outreach Committee-** The dollar amount available for spending on administrative expenses in a given fiscal year shall come from the allocation of funds the Outreach Committee receives in a given fiscal year. Administrative expenses are those expenses necessary to properly carry out the functions of the Outreach Committee including, but not limited to, bookkeeping, publicity, solicitations, and public recognition of donors to the Fund.

**10. Fund Terminations.** The EMGF and Reserve Fund may each be terminated by a three-fourths (3/4ths) majority vote of those Church members eligible to vote and present at a regular or special meeting of the Congregation, provided that at least thirty (30) days' notice has been given to the Congregation that such a vote is to be taken. In the event of such termination, all restricted funds shall be used for the purpose for which they were donated, if possible. All remaining assets of the EMGF and Reserve Fund shall be turned over to the Board and expended according to the directives of the Congregation in conformity with Church purposes, in its Constitution, Bylaws and Approved Policies.

**11. Church Dissolution.** Upon dissolution of the Church as a corporation or the winding up of its affairs, the assets of the EMGF and Reserve Fund shall be distributed in accordance with the provisions of this Article, Section 10 Fund Termination.

**Minutes**  
**Congregational Budget Meeting**  
**Emerson Unitarian Universalist Church**  
**Sunday December 14, 2014**

The congregational budget meeting of Emerson Unitarian Universalist Church was called to order at 12:25 p.m. by President Kris Taylor. Sixty-one voting members of the congregation were present at the meeting. Kris Taylor reviewed the proposed budget using a power point presentation. She explained that the great news for the church is that the amount of expected pledges at the beginning of the year of \$432,000 substantially increased by the end of 2014 to \$557,685. As of December 12, 2014, 106 pledges have been received out of the total 173 church pledge units. The total amount of pledges to date is \$494,000 which is 86% of the budget being proposed. Based on the pledges received from last year approximately \$90,000 remains to be pledged for 2015. Therefore, with \$494,000 pledged to date and \$90,000 anticipated from the remaining pledge units plus anticipated new member pledges of \$4,000 in 2015 the total budget being presented to the congregation for approval is \$587,000. Beyond the 2015 budget the church's new move to year-round stewardship, multi-year financial commitments and long-range financial planning has already yielded \$269,000 for the 2016 budget year and \$261,000 for 2017. In the 2015 budget spending remains relatively flat with increase in the following areas: insurance for staff; \$1000 each for ministers, business administrator and DRE expenses; small increase in salary for office administrator for communications who was actually hired at a lower rate; and increases in trash, pest control, building and grounds maintenance. The budget decreases for 2015 include changes from staff weekday sexton to cleaning and mowing services which was implemented during 2014; pension expenses for communications position will not start until late 2015; and no mortgage expenses. The 2015 proposed expenses total \$733,052.

A motion was made by Ann May to adopt the proposed budget which is attached as Exhibit A and incorporated into these minutes. Kit Taylor seconded the motion. A brief question and answer session took place after Kris Taylor's presentation during which she told the church members that the total church membership is currently 376 active members. No one spoke against adoption of the proposed budget. The motion unanimously passed. The meeting was adjourned at 1:00 p.m.

Respectfully submitted,

Deborah Wotring Landis, Board Secretary



CODE	INCOME	2012 Actual	2013 Actual	2014 BUDGET	2014 forecast	2015 balanced
4100	Prior Year Contributions	5,855	12,600	8,000	6,385	10,000
4100	Planned Contributions	495,796	469,493	420,000	548,000	573,000
	Supplemental Pledge Campaign	21,296	-	-	-	-
4105	New Member Pledges	5,895	4,045	4,000	3,300	4,000
	Planned Contributions	528,842	486,138	432,000	557,685	587,000
4145	Tenant Income	40,868	44,449	49,500	49,500	49,500
4147	Tenant Utilities Reimbursement	7,604	7,138	7,240	5,100	7,240
4149	Facilities Rent	24,276	29,851	15,000	18,000	15,000
	Tenant Income and Rent	72,748	81,439	71,740	72,600	71,740
4160	Fundraisers	48,728	47,040	36,000	28,034	36,000
4190	Open Offering	9,134	6,982	-	-	-
4250	Mortgage Interest Reimbursement	54,784	52,047	28,969	26,555	-
4300	Special Collections	25,940	28,861	36,000	32,500	36,000
4520	Misc.	7,623	2,264	1,000	4,240	1,000
4565	Recording Sales	907	866	1,000	850	1,000
4570	Books/Chalice Gifts Income	2,702	2,050	2,100	2,200	2,100
4571	Books/Chalice Gifts Expense	(2,157)	(1,510)	(2,000)	(1,100)	(2,000)
	Miscellaneous	9,075	3,671	2,100	6,190	2,100
4620	Transfer from Endowment + Loans	110,075	139,181	192,382	75,858	-
	Income	847,830	845,357	799,191	772,867	\$732,840
				577,840		
	Total Congregational Giving	612,644	569,020	504,000	618,219	659,000

		2013 Actual	2014 Budget	2014 projection	2015 budget
<b>5110-001</b>	Mark's Salary+Housing	72,702	72,702	72,702	72,702
<b>5110-002</b>	Becky's Salary+Housing	72,702	72,702	72,702	72,702
<b>5120-001</b>	Mark's Pension	8,797	8,797	8,797	8,797
<b>5120-002</b>	Becky's Pension	8,797	8,797	8,797	8,797
<b>5125-001</b>	Mark's Insurance	8,836	10,311	10,311	11,630
<b>5125-002</b>	Becky's Insurance	8,836	10,311	10,311	11,630
<b>5130-001</b>	Mark's SECA	5,562	5,562	5,562	5,562
<b>5130-002</b>	Becky's SECA	5,562	5,562	5,562	5,562
<b>5135-001</b>	Mark's Disability Insurance	727	783	783	783
<b>5135-002</b>	Becky's Disability Insurance	727	783	783	783
<b>5140-001</b>	Mark's Prof. Expenses	6,100	6,100	6,100	7,100
<b>5140-002</b>	Becky's Prof. Expenses	6,100	6,100	6,100	7,100
	<b>Sub-Total Ministry</b>	<b>205,448</b>	<b>208,510</b>	<b>208,510</b>	<b>213,147</b>
	Ministers Benevolence	1,817	-	-	-
<b>5170</b>	Worship Committee	1,000	2,500	820	2,500
<b>5180</b>	Committee on Ministry	-	200	200	200
<b>5190</b>	Chancel Fund	17	300	291	300
	<b>Total Ministry</b>	<b>208,282</b>	<b>211,510</b>	<b>209,621</b>	<b>216,147</b>
<b>5210</b>	Membership Committee	1,502	600	-	600
<b>5215</b>	Community Life	-	-	-	-
<b>5220</b>	Communications Committee	2,116	4,000	100	4,000
<b>5230</b>	Caring Committee	508	100	100	100
<b>5240</b>	Covenant Group Ministry	-	100	100	100
<b>5245</b>	Library Expenses	7	100	100	100
<b>48900</b>	Stewardship Committee	372	2,000	700	2,000
<b>489</b>	Expense Audio/Visual	587	750	750	750
<b>5916.9</b>	President's Fund	274	450	450	450
<b>1500</b>	Nursery & Childcare	8,060	8,000	9,000	8,000
<b>9100</b>	Lay Pastoral Ministry	100	250	250	250

1500	Leadership School	-	-	-	-
5900	Board Discretionary	-	-	-	-
<b>Total Congregational Support</b>		<b>13,526</b>	<b>16,350</b>	<b>9,800</b>	<b>16,350</b>
5310-003	RE Director Salary	48,900	48,900	48,900	48,900
5315-003	RE Director Disability Insurance	489	489	489	489
5340-003	RE Dir Pension	5,917	5,917	5,917	5,917
5345-003	RE Prof. Development	1,435	1,500	1,500	1,500
5350	RE Operating Expenses	8,354	9,100	5,500	10,100
5360	Adult Education Committee	-	1,500	750	1,500
<b>Total Religious Education</b>		<b>65,096</b>	<b>67,406</b>	<b>63,056</b>	<b>68,406</b>
5415	Music Director's Prof. Exp.	300	450	100	450
5416	Music Director's Salary	26,125	26,226	26,226	26,226
	Music Director's Pension	-	3,173	500	3,173
	Music Director's Disability Insurance	235	262	240	262
5416	EIO Music Director	6,641	7,800	7,800	7,800
5420	Keyboard Artist Salary	14,245	10,560	10,560	10,560
5430	Substitutes' Fees	600	3,600	3,600	3,600
5435	Head Section Lead	3,075	-	-	-
5440	Lead Singers	8,000	11,100	11,100	11,100
5450	Guest Artist	3,100	600	750	600
5460	Instrument maintenance	570	450	450	450
5470	Music Supplies	1,139	1,170	1,454	1,170
<b>Total Music</b>		<b>64,030</b>	<b>65,391</b>	<b>62,780</b>	<b>65,391</b>
5510	UUA Annual Fund	25,926	35,769	35,769	35,769
5520	SWUUC Annual Dues /TXUUM	8,940	864	864	792
5530	UU Network	432	432	407	396
5540	Partner Church Council	150	150	300	-
5550	UUSC	447	432	396	396
<b>Total Denomination</b>		<b>35,895</b>	<b>37,647</b>	<b>37,736</b>	<b>37,353</b>

5560	Social Action Council	1,580	1,000	750	1,000
xxxxx	Special Collections	26,248	36,000	32,500	36,000
	Other Social Action Expense	1,638	-	-	-
5570	SAC 10% Grant	-	-	-	-
<b>Total Social Action</b>		<b>29,466</b>	<b>37,000</b>	<b>33,250</b>	<b>37,000</b>
5620-001	Electricity	43,104	46,500	42,000	46,500
5620-002	Water	9,759	8,000	9,100	8,000
5620-001	Gas	820	500	460	500
5630	Insurance	30,359	32,000	32,000	32,000
5640-001	Weekday Sexton	28,828	27,717	6,279	-
5646-001	Weekday Sexton's Ins.	5,333	5,875	1,468	-
5647	Weekday Sexton's Pension	3,498	3,354	758	-
5648	Sunday Sexton	2,678	2,678	2,678	2,678
5650	Building Maintenance. & Repair	27,674	20,000	16,000	20,000
5655	Building Supplies	5,194	6,000	4,000	6,000
5656	Custodial service			5,800	8,000
5658	Grounds Maintenance	4,419	2,000	4,700	4,400
5659	Maintenance. Contract - Facilities	11,211	11,000	11,000	11,000
5660	Trash & Pest Control	5,079	5,000	5,300	6,000
5662	Misc Facilities Rental Exp	435	750	500	750
5653	Mortgage Interest	52,047	28,969	24,928	-
5665	Mortgage Principal Payment	39,525	20,858	20,858	-
<b>Total Facilities</b>		<b>269,964</b>	<b>221,201</b>	<b>187,829</b>	<b>145,828</b>
5705	Business Admin's Salary	51,861	51,861	51,861	51,861
5706	Business Admin's Expenses	679	720	560	1,720
5710	Business Admin's Pension	6,275	6,275	6,275	6,275
5711	Business Admin's Insurance	9,351	10,517	10,517	11,866
2716	Contract Office Assistant	-	-	-	-
5717	Office Admin. Comm. Salary	28,515	31,003	30,000	35,000
5717-001	Office Admin. Comm. Pension	-	2,814	1,692	350

5717-002	Office Admin. Comm./Ins.	4,768	5,701	4,387	8,000
5717-003	Office Admin. Comm. Expenses	8	270	-	-
5730	FICA (Non-ministerial Staff)	14,910	15,150	12,100.00	13,404.72
5740	Maintenance Contracts	4,430	5,000	5,000	5,000
5745	Computer Equip. & Accessories	1,111	500	700	500
5750	Office Supplies	3,711	4,000	3,000	4,000
5755	Postage	2,362	2,400	2,000	2,400
5757	Miscellaneous Charges	1,100	1,000	3,000	1,000
5760	Telephone	5,230	5,200	5,200	5,200
<b>Total Administration</b>		<b>134,313</b>	<b>142,411</b>	<b>136,292</b>	<b>146,577</b>

<b>Total Expenses,</b>	<b>764,535</b>	<b>798,916</b>	<b>740,364</b>	<b>733,052</b>
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<b>Income</b>	<b>\$ 845,357</b>	<b>\$ 799,191</b>	<b>\$ 772,867</b>	<b>732,840</b>
<b>Net</b>	<b>\$ 80,822</b>	<b>\$ 275</b>	<b>\$ 32,503</b>	<b>(212)</b>

Expense base for UUA Calc	717,265	704,411	659,699
5%		35,220.55	32,984.96
6%		42,264.66	39,581.95
7%		49,308.77	46,178.95

**Annual Report of the Co-Ministers 2014**  
**Becky and Mark Edmiston-Lange**

To say that this has been an unusual year at Emerson would be putting it mildly. We say that, however, knowing that the bulk of our time has been taken up with the things that have always kept us busy over the years. We prepare for and lead Sunday worship, meet with Emerson's leadership to keep the dots connected and strategize for movement ahead, visit with individuals on more personal matters, sit down with committees, make endless phone calls and burn up lots of electrons with emails, prepare an inspiring amount of printed material, listen, advise, listen some more. And then, in the words of Jackson Browne, "Get up and do it again, amen."

So even though a great deal of that is just a normal part of a congregation's life, could any of you have imagined a year ago what we have become today? A year ago things seemed, well, difficult. We faced a projected enormous shortfall in the budget. What would we sacrifice? Where would we find the funds we needed?

Creativity is something you *think about* when the sailing is smooth. Creativity is something you *become committed to* when the seas rise and the wind blows hard. We knew we couldn't keep repeating what had not worked well enough before so we were ripe for considering some alternatives.

Into that moment comes Mike Durall with his mischievous grin and seemingly innocent questions. "Stop using your endowment for funding your program." Exciting idea – but could we do that? Only if the congregation responded by living up to what he thought was our substantial promise. Which we then – did. Who would have guessed?

It is not unusual for consultants to make suggestions to an organization which ideas are then watered down and eventually dismissed by that organization when it lacks the will to make necessary changes and adjustments. You did not do that. The challenge arrived and you rose up to meet it. We are well on our way to being a very agile, energetic and engaged congregation committed to a very simple but important mission – building the people who will build a better world. There is still more to do – obviously. But what a fantastic reboot. This December at Emerson was not characterized by our traditional budgetary dispute. No, this year it was the Choir and Orchestra's performance of Handel's *Messiah*.

We are enormously grateful for the leadership of the Board of Trustees and our fearless "Let's give it a whirl" President, Kris Taylor. Vice- President Richard Loftin has some large dancing shoes to fill but we are certain he's more than ready. We also want to thank the leadership for so many different areas of Emerson's life: Victor Koosh for Stewardship; Michael Condit for Adult Education; Ken McLeod for Committee on Ministry; Jane Zachritz for Social Action, David May for Communications; Mary Ann & Sigsby Rusk for Ushers....we could fill up another page with names. Oh – and Deborah Landis, Alisha Loftin, Beth Ortuno and Leticia Anderson are leading the UUNO ESL program.

Lastly, we want to thank the magnificent staff with whom it is our pleasure to work. Their energy, commitment and range of skills are matched by the fact they are a great team. Newcomer Mary Alaniz is a welcome addition and we are looking forward to the coming year. All of us together really are building a better world!

With Affection,  
Becky & Mark

## 2014 Annual Report – President’s Report to the Congregation

### Kris Taylor

To the Members and Friends of Emerson’s Beloved Community: 2014 at Emerson in one word: **Wow.**

This has been an incredible year in the life of our congregation – 12 months that have given Emerson a restored self-identity, a renewed sense of communal purpose, a super-charge of energy and a fresh outlook on life.

As I took over the presidency last January I had three major objectives for the year: to start a conversation about who we want to be as a congregation and where we want to go; to create a reserve fund that would help us cover major building expenses; and to shift our conversation about money from what we couldn’t afford to what we could achieve. “¡Sí se puede!” you’ve heard me say over and over....

And ... guess what? “¡Sí lo hicimos!” Yes, we did! When we look back on what Emerson has accomplished, we can be grateful ... and a little astounded ... at what can happen in 12 months. Last spring, Mike Durall chided us somewhat for our self-doubts as he challenged us to be even more than we dreamed. That momentum resulted in some bold moves by the Board and the membership – especially in the areas of stewardship and finance – that have done nothing less than to radically alter our congregation’s worldview.

The “year in review” is what this annual report is all about, but here’s a sampling of things we have to be proud of:

- Changing our bylaws to put us on a pay-as-you-go basis, rather than spending down the endowment to balance our annual budgets.
- Setting up an outreach fund that will help us share UU principles in the wider world. An anonymous donation created this fund in FY 2014, with money to be added from the endowment in the future as stipulated in the new bylaw.
- Establishing a reserve fund to meet unanticipated expenses. This reserve will be funded annually by half of the allocation from the endowment.
- Paying off the mortgage on Delaney Hall.
- Adopting a budget unanimously for the first time ever – a budget with no program or staff reductions and completely underwritten by member contributions and other income.
- Moving to a year-round and multi-year stewardship program.
- Mounting a highly successful fund drive that netted more than enough to relight a notoriously dim sanctuary. The remaining funds were applied to other high-need building projects like replacing the exterior doors at the front of the sanctuary.
- Establishing an ESL program for new immigrants and others who want to learn English.
- Rehabbing our 49<sup>th</sup> and 50<sup>th</sup> Rebuilding Houston Together homes.
- Completing a full calendar year of the Living Text Project and a revamped adult religious education program.
- Joining forces with other Houston-area UU congregations through the Unitarian Universalist Voice for Justice (UU4J), an initiative that expresses our collective voice in support of issues that make a profound difference in people’s lives.
- Being inspired by our first UU Taizé service, as well as amazing music ranging from a bluegrass mass to a Hanukkah habanera.
- Reaching out to our neighbors with a Little Free Library (each book furnished with an unapologetic commercial for Emerson and UU).

In short, on the way to building a better world, we made our own world significantly better.

We have come a long way and have so much to look forward to. We need to keep our sights high: to nurture and grow our sense of beloved community while we give our best to making this world a more just and tolerant place for everyone.

Thank you for the exhilarating and humbling opportunity to take Emerson’s helm for a year. Being a part of the extraordinary efforts of so many people, who believe so deeply in what we cherish, has been the opportunity of a lifetime. I’m deeply grateful for your confidence and support on this journey.

Namaste,

Kris Taylor, 2014 President, Emerson Board of Trustees

**2014 Annual Report - Business Administrator  
Karen Van Horn**

**Facility Usage**

Raising the Bar Creative Concepts, a group specializing in Academic and Just-for Fun Classes for Teens 'n 'Tweens, held their summer classes at Emerson. Raising the Bar staff consists of experienced, certified teachers who enjoy teaching middle school kids. With nearly 40 classes available ranging from cooking to algebra they have something for every child. We look forward to having them on campus during the summer of 2015.

Tanglewood Academy led by director, Glenda Lane, renewed their contract as did the Rebels Investors Group, Professionally Speaking Singles Toastmasters, and The Houston Tuesday Musical Group. Guitar Houston and UniTunes held concerts at Emerson. Also, numerous neighborhood homeowners' associations conducted meetings in WWH.

In addition to excellent Sunday programming, recurring usage includes monthly board meetings, board retreats, coordinating council meetings, PAC theater events, UUNO Classes, solstice celebrations, spring auction, book groups, teacher training, committee meetings and numerous one-time events.

**Facility Maintenance**

This year, due to the success of the Fund a Need project, we were able to install LED lighting in the sanctuary and replace two Sanctuary doors.

Routine/non routine maintenance included the following:

- Minor HVAC repairs
- Plumbing repairs
- Roofing repairs
- Carpet cleaning
- Lawn maintenance, performed by Gold Rose

**Administrative**

Served on the Office Administrator for Communications Search Committee, along with Ken McLeod, David May and Jill Rose. Mary Alaniz, was hired for the position and began work January 5, 2015

Listed below are additional areas of my responsibility:

- Attend monthly Board of Trustees meetings
- Attend staff meetings and retreats
- Maintain financial records and provide monthly reports to Board of Trustees, Finance and Social Action Committees
- Maintain personnel files
- Perform Background checks
- Maintain membership records according to Membership Database Procedures
- Perform end of year UUA certification
- Provide assistance to staff and members

I also assist with the master calendar, respond to emails, negotiate lease renewals, schedule office equipment maintenance, program the HV/AC system, and supervise the Office Administrator for Communications, Sunday Sexton and contract custodial service.

Emerson members, Mary Ann Stanley and Jill Rose volunteer their time to provide assistance in administrative areas of the church. Nancy Lipp delivers the monthly Emersonian to the post office

Thank you to Emerson's Board of Trustees, Co-ministers, Becky and Mark Edmiston-Lange and staff for their continued support.

Respectfully submitted,  
Karen Van Horn, Business Administrator



## **2014 Annual Report - Director of Religious Education** **Katy Carpman**

Emerson continues to provide transformational liberal religious education for all ages, most every Sunday of the year. Children hear stories, play games, and consider their values through games, art, and rich discussions. Our Coming of Age class considers their values as they move toward adulthood. Our high school youth share their stories, learn and consider deeply, and discuss real life issues with their peers and advisers. Adults have a myriad of options for growing their souls, in the 10 AM adult education hour, worship services, covenant and book groups and beyond.

We are well into our second year of the Living Text Project, and as I write this our children and youth eagerly learn about Islam, suggesting subtopics at every turn. By the end of this church year, we all will have some basic knowledge and appreciation for most of the major religions of the world. We have also considered how religion, both traditional and contemporary liberal, deals with women, with LGBTQ people, with science, and with nature. This helps us all to shape our own stories and journeys in this world.

Intertwined with classroom experience are social action opportunities. UNICEF has been important to this congregation for over forty years, and it was powerful to watch our middle school youth take leadership at many of the carnival booths this year with a joyful exuberance. Our children and youth worked along adults of all ages on our forty-ninth and fiftieth Rebuilding Together Houston houses, and they look forward to lifting hammers and paint brushes again this spring. Our annual Souper Bowl of Caring and Mitten tree and other programs give us opportunities not only to practice charity, but to learn about others, develop compassion, and deepen our commitment to justice.

And through all of this, we have great fun, whether it's connecting with families and people of all ages at a potluck, starting a book group, climbing on the playground structures, or sharing dreams and silly jokes.

As always, I am exceedingly grateful for our volunteers- the teachers and playground watchers, the facilitators and mentors and advisors and assistants. All of them give their time and their energy to support our children and youth as they grow in faith and *take on leadership positions of their own. Thank a religious education volunteer today, and if you aren't already part of this joy, please consider how you would like to learn and engage with learners of all ages at Emerson.*

Our world is forever changing, and I am especially interested in how we can best support families in the twenty-first century. One piece of this is sharing resources and "between Sundays" activities on our website and other social media, and more of it is face-to-face opportunities. Got a great idea? Let me know!

Looking forward to another great year filled with possibilities for learning, service, and joy-

Katy Carpman  
Credentialed Religious Educator

## **2014 Annual Report – Emerson Performing Arts Department**

2014 was a year of great success for the Performing Arts Department. The core staff was able to build on the momentum of success from the following year, and provided consistent, high level performances. The biggest challenge in 2014 was balancing this success with the fact that the majority of the department's performers are volunteers, and non-professional musicians/performers. This is a moving train, and the performance level has reached a point where some may feel intimidated to try and join one of the ensembles.

The very dedicated Audio Visual (AV) team continues to provide much appreciated support throughout the year, there to record and monitor every service and performance. There are still challenges with getting good recordings of music from

worship services and/or major performances for prosperity, but addressing this may require additional funds in order to upgrade the recording system. The team seems to have settled into a good rotation at this point, and there were no major issues with sound during the year. Of course there is always a need for additional volunteers to provide some relief, but the team seems to have managed well in 2014.

The Emerson Players put on two more successful productions in 2014: two comedies – *Kill Me, Deadly* in April, and *Christmas Belles* in December. Hilary Ritz has always done a great job with comedies, and continues to make smart choices with script selection and editing. She knows what the players troupe is capable of, knows what the Emerson audience enjoys, and as such continues to provide fun and engaging plays for the Emerson Players to perform. There were some concerned with the noir content of *Kill Me, Deadly*, but as per usual, Hilary did a great job of revising the script, and defining the stage action to make it more accessible to a wider audience. In December, she made a very smart choice by programming *Christmas Belles*, a sequel and follow-up to their Spring 2013 performance of *Dearly Beloved*. Her programming of this sequel was a great way to capitalize on the very successful prequel performance, and re-engage the majority of those players that had been involved in the prequel.

Bill Tackett continued to strengthen the EIO, and fully embraced the LTP curriculum, researching and arranging music to meet the needs and expectations of the topics planned for the Worship Calendar Year. Bill was often tasked with no small undertaking: finding music that was appropriate for the orchestra to play that was 1) not too challenging, 2) in a score format that was attainable and affordable. However, he has continued to rise to the challenge, and has been successful in programming music that was both on point with regards to the theme within the LTP, and pushed the EIO to perform better each time. This was the case with the *Adoration*, by Florence Price during the exploration of women in religion in February, “Waltz” from *Swan Lake*, by Pyotr Tchaikovsky in April, *Dance in the Hall of the Mountain King*, by Edvard Grieg in October, and the *Hanukkah Habanera*, by Tim McCarrick in December. Bill has also done a great job of helping me with integrating more EIO member involvement each month of the Worship Calendar. In 2014 there was more weekly representation of EIO members on the chancel that I have seen during my near ten years at Emerson; instrumentalists stepped up and have assisted with accompanying on hymns and with choir anthems at least once a month, in addition to their bi-semester scheduled performances. Lastly, Bill has been challenging the EIO with additional music, in preparation for a full formal EIO concert to take place in the 2015 Spring semester; another first.

The choir gave a beautiful performance of Carol Barnett’s *The World Beloved: A Bluegrass Mass* for the 2014 Spring Concert. It was, to date, some of the most challenging music the choir had ever performed. They handled the challenging melodies and rhythms well, and with the help of Bill Tackett, we were able to put together a good bluegrass orchestra to accompany the performance. Preparation for this concert was met with additional challenges of transient section leads: we’d had a couple that had been inconsistent in their ability to be present for rehearsals and as such, had to bring in guests for the latter half of the Worship Calendar year. This however, afforded Emerson the opportunity to become acquainted with some new singers that would later audition and take resident lead singer positions with the Emerson Choir: Gwen Alfred and Austin Whiteley, both of whom showed a great deal of professionalism and leadership during the performance.

The annual holiday concert in December was equally as stellar, with the choir and EIO performing a joint concert of selections from Handel’s *Messiah*. Again, very challenging music, the choir and EIO alike showed great focus and professionalism during this performance. Although not a perfect performance (what is?), it was truly magnificent and one that the department should be very proud of.

In general, the Choir continues to provide standout music on a weekly basis during worship services. Several new faces joined the choir, as a result of the Summer Music Workshop run during the summer, and others joined having recently become Emerson members. Other new members to the choir and/or EIO have been rolling in more frequently due to the buzz around each performing ensemble, either by the promotion of pending performances listed on the internet or simply by word of mouth. A highlight was one guest attendee of the 2014 Spring Concert asking if the Emerson choir was audition only. Both Bill and I have received unsolicited requests by professional musicians to work at Emerson due to the reputation of Emerson being a church that has a great appreciation for music.

As was the case during the initial year of the Living Text Project, this second year provided new challenges for the department: music with text in Sanscrit, Japanese, Latin, and Arabic, and collegiate/professional level music, including singing a cappella. The department has been very fortunate to have generous donors which have afforded the EIO to be

able to hire guest musicians to assist the more novice players in their learning, and for the choir to finally add the much needed 4<sup>th</sup> and final section lead, creating a complete staff and choir. As such, the music quality has never been higher: we have a complete team of competent leadership, and the volunteers are performing with more confidence overall, due to having this team backing them. Emerson is also extremely fortunate to have such a depth of talented volunteer musicians as well. The choir, EIO, staff singers, and Emersonian musicians take turns each Sunday in providing special and incidental music. The regularly performing ensembles could not be as successful as they are without the generous volunteer musicians donating their talents during various Worship Services. This also only broadens the diversity of music Emerson is able to provide. As always, it is certainly a collaborative effort. I look forward to what opportunities 2015 will bring.

Bonnie Rosensteel  
EUUC Director of Music

**EMERSON UNITARIAN UNIVERSALIST CHURCH  
COMMITTEE ON MINISTRY 2014  
JANUARY 13, 2015**

Committee Members: Susan Green, Greg Hunt, Clara Kosloff, Robin McElfresh and Ken McLeod (chair)

The Committee on Ministry has spent this year grappling with and brainstorming about various ideas toward developing a “Spiritual Partner” program for Emerson.

- This would be similar to a mentoring program, but not about teaching/guiding someone less knowledgeable or experienced in the way of true mentoring. It would be more about a *shared* faith journey; a journey shared by a longer term UU and Emersonian with one newer to the faith and to this faith community.
- The purpose as defined at this point is: *To help people encounter their deeper and more authentic spiritual selves in order to support them in living their UU faith in practice this will be accomplished via a one-on-one relationship.*
- The initial process will involve a group of people completing some information indicating their willingness to be Spiritual Partners and disclosing some of their thinking about religious and spiritual issues.
- Based on this information, the Seeker will choose someone with whom to share the journey for a period of 6-12 months.

In the early months of 2015 members of the Committee will be interviewing potential Spiritual Partners as we work toward possible implementation of this program later in 2015.

Respectfully submitted,  
Ken McLeod, Chair

**2014 Nominations Annual Report**

The 2014 Nominations Committee is pleased to present our nominees for the following positions:

**BOARD**

**BARBARA CROTTY**—I have been a member of Emerson since 1989, and attended First UU Church of Houston for five years before that. When I joined, my now adult children were about 5 and 8 years old. Over the years I have served the church as a Sunday School teacher, on the Caring Committee, on the Social Action Council and on the Committee on

Ministry. I spent six years as the first coordinator for the Lay Pastoral Ministry Team and served a previous term on the Board. I have been in the choir for some ten years. In my work life, I am a registered nurse and lactation consultant. I coordinate the childbirth and parenting education program at The Woman's Hospital of Texas.

**BETH HAMMER**-- My family and I joined Emerson in 2011. I am grateful that my son William was able to participate in the COA program. My daughter, Molly, is a current member of the COA program. I enjoy being one of the teachers in the Pre-K class. Over the last 10 years of attending UU congregations, I have attended five Southwest UU Summer Institutes, the International Convocation of UU women, the Southwest Women's conference, two District Conferences, and two Generally Assemblies. At my previous congregation I spent time as a Board Member, Facilitator for the Children's Chalice Circle time, and assisted with multi-age RE programs. Currently I volunteer weekly at Freedom Place, helping students with their coursework and bringing out Science Fun when possible.

I am grateful for all the opportunities at Emerson to help the wider community. I am especially grateful for the opportunities my children have had, and for the adults who have become part of their religious lives.

**CRAIG MILLER**—I am the Dean of Students – Registrar at César E. Chávez High School in Houston ISD. In prior iterations, I have been a soldier, IT Professional, and Social Studies teacher. My family and I joined Emerson UU Church in 2009. My wife, Cynthia, serves on the Caring Committee, is a member of the choir, and has been a member of Emerson Players. Our daughter, Emma, is an active participant in Emerson's RE programming. I have served on the Groppe Scholarship Committee for three years (including being a student mentor), been an Usher and Greeter for the last two years, and served as a volunteer for various events at Emerson.

### **NOMINATIONS**

**LINDA CONDIT**-- I was trained as an economist and retired as an executive of Pennzoil Company, where I worked for almost 25 years. My husband Mike and I have been members of Emerson Church since 1979. I served as chair of the Leap of Faith Team, a group that spent a busy two years developing and implementing recommendations to grow Emerson's membership. I served four years, including three as chair, on the Committee on Ministry when considerable work was done to change the role of the Committee. In earlier years, I served as co-chair of the Membership Committee and chair of the Finance Committee. I was a Sunday school teacher for various classes when my son was in the RE program. My son David, his wife Eileen, and grandsons Tyler, Carter, and Walker also live in Houston.

**BARB ADAMS**—I am a freelance business writer. My family and I joined Emerson UU Church in 1993. Our children, Hilary and Brent, participated in Emerson's RE programming, and Brent continues to be an active member of the church. Through my children, I became involved in the RE department. I was a Sunday school teacher for nine years, including three years as a Coming of Age facilitator and one year as a Coming of Age mentor. In 2006, I became Chair of the Social Action Council, a position I held for three years, and joined the Board of Trustees for a three-year term in 2010. I co-chaired with Anne Goodman the successful Service Auction in 2010.

I remain committed to hunger issues in Houston, participating in CROP Walk and Souper Bowl of Caring. I also make quilts for Freedom Place and am developing, with Beth Hammer, programs to support Interfaith Ministries Meals on Wheels.

**ERIC WATSON**—I joined the church in 2005 and have been involved in various capacities ever since. Before I retired I spent three years in the Army, 14 years in banking, and 22 years as a paralegal. Since retirement my hobbies are Duplicate Bridge, dancing, church work and staying out of trouble. I have a BA from the University of North Carolina at Chapel Hill and an MBA from the University of Houston.

I joined the choir at Emerson shortly after I joined the church and have been part of that group ever since. Over the years I have served on the Membership Committees and now on the Finance Committee. I have also served before on the Nominations Committee. Since I am here most Sundays and because of service involvement I feel very knowledgeable about the wonderful base of talent we have here at Emerson.

**FLORRIE SNIVELY**-- I have been a Unitarian Universalist since 1997, and a member at Emerson since 2010. I have served on the Religious Education Committee and taught Sunday school to Emerson kids from preschool through middle school. I am a member of the Emerson Parents of Young Children covenant group, and am active with the UU Voice for Justice. I have a master's degree in counseling, and enjoy attending Emerson with my husband, Jim, and children Meg, Jenny and Will.

### **COMMITTEE ON MINISTRY**

**BUB JOYCE**-- I have been a member of Emerson since 1960, when the Church was organized. I have served on the finance committee, as President of the Board for two terms, for many years I have served on the Investment Committee and I served on the planning committee for the Delaney addition. (3 years)

**CLARA KOSLOFF**-- I am retired school teacher, I actively taught for the Houston Independent School District as an elementary and secondary Special Education teacher for 29 years before retiring in 2004. Since that time I have taught and supervised classes in Adult Education for Houston Community College and tutored children in reading and math through the center or Learning Disabilities with the University of Houston. I began attending Emerson Unitarian Church in 1984. Although not a member yet, I actively volunteered in the Religious Education Dept. I formally became a member in 1991. During my years at Emerson I volunteered in Religious Education as a teacher, as Schweitzer Club Sponsor and as a member of the Religious Education Committee, as a Befriender, as a member of the choir, as a member of the scholarship committee, and as a member of the Committee on Ministry. (2 years)

**CYNTHIA MILLER**-- I am an artist and educator turned stay at home Mom. My husband Craig and I, with our daughter Emma, have been members of Emerson since 2009. I serve on the Caring Committee, am a member of the choir and have taken part in Emerson Players productions. I have also been a volunteer for various events at Emerson. (3 years)

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The Nominations Committee would additionally like to recognize **ROBIN MCELFRESH**. Robin is currently on the Committee on Ministry and has agreed to extend her service on that committee by one year (through 2016) to make that committee's membership conform with the requirements for its composition as defined in the pertinent constitutional amendment adopted in October 2014.

### **OUTREACH**

**EDNA KELLY**--I've been a member since the middle 1980's when our daughter clamored to attend a Sunday School. Of course I had to come with her and before long, Larry accompanied us too. I learned about Emerson when a neighbor friend gave me an *Emersonian*. She thought our family was a good match. And she was right!

I've always been interested in outreach and in supporting causes close to my heart. My primary volunteer work is with La Leche League and I also volunteer in the public library and as a member of the Emerson Lay Pastoral Ministry Team. I've served on the Committee on Ministry and through Emerson I spent several years delivering Food for Seniors. I was Parish Clerk for three years. Through Interfaith Ministry, I became a "neighbor" to a Katrina evacuee and she and I have remained friends even after she returned to New Orleans. (3 years)

I enjoyed being a stay-at-home mom for many years and also worked as a school librarian for about 12 years. I'm looking forward to serving on the Outreach Committee and expanding our influence in our community. (3 years)

**CAROLYN TRUESDELL**-- My husband, Dick Cheney and I joined Emerson Church in June, 2002. We have each been active on a number of committees, both permanent and ad hoc groups. I served as the Chair of the Adult Religious Education Committee for several years, and then as Co-Chair of the Worship Committee. I was elected to the Nominations Committee and have facilitated the Emerson Poetry Group since its inception (although I am only the facilitator; the others are the poets!). Also, I have worked on the committee that recommended charitable contributions to the congregation the year that the church had approximately \$45,000 to give to the community, and also on the ad hoc group that determined which nonprofits would be the recipients of the Sunday morning collection each month.

I am a lawyer by profession and before and after retirement I have served on a number of nonprofit and public boards, including as chair for the Houston Area Women's Center and the Harris Health System, the county's safety net healthcare system, and as a member of New Hope Housing, Inc. and WOMAN, Inc. boards. (3 years)

**GABE GELB**—I am a 24-year Emerson member, formerly chair of the Outreach Board and formerly on the Board of Trustees. Currently I'm on the Board of the Texas UU Justice Ministry, the statewide educational effort to bring UU values to our decision-makers in Austin. I previously served as a Board member for the Harris County Drug Court Foundation, the Houston Grand Opera, and the Houston Symphony. Professionally, I am a survey research expert witness. (2 years)

**BEN WITHERS**--I am in my 7th year as a member of Emerson, my 33rd year as a UU, and my 52nd year since beginning, at age 12 to doubt much of what I was taught in Christian churches. During my youth and young adulthood I drifted away from organized religion. I always enjoyed the community part of churches, eventually started looking around again, and fell in love with Unitarian Universalism.

Knowing how much the opportunity to be with other youth like myself would have meant to me, I have felt both drawn and compelled to help provide that kind of opportunity for middle school and high school youth. I have taught Coming of Age for Middle Schoolers, been a YRUU advisor for many years, and have been certified to teach the OWL program to both middle school and high school youth, and done so on several occasions. At Emerson I was a member of the Leap of Faith team and have been on a variety of other committees at Emerson and other churches. The new Outreach role appeals to me, both because I think it is important, and because I will enjoy the opportunity to learn more about where we can help others outside the walls of Emerson.

Marrying my wife Patti 44 years ago was the single best thing I've ever done. She was drawn to become a DRE and has become quite the mover and shaker in our denomination. We talk to each other constantly about various aspects of our faiths and education of our youth. We love to travel and do quite a bit of it, both in the U.S. and internationally. My two grown children, Matthew and Anne, live in Brunswick, MD, and London, England, respectively and have provided us with four delightful grandchildren.

I continue working 24 hours a week as a physician in the Preventive Medicine specialty of Occupational Medicine, a career I love and which has allowed me to do a wide variety of activities. (2 years)

**KAREN GEORGE**—I have been a member at Emerson for over 20 years – first attending because of the Religious Education program for my two daughters (now 26 and 22!) I have enjoyed participating at various times in the RE program, the intergenerational orchestra and a few committees. My primary community involvement has been through organizations focusing on women's issues. I am a past board member and board chair of Planned Parenthood Gulf Coast and am currently on the Board of The Women's Home. I am also very involved in many capacities at Rice University. I am a past board member of The Women's Resource of Greater Houston and The Ensemble Theatre. Professionally, I am a CPA and have worked many years for, Ralph S. O'Connor & Associates. (1 year)

The 2014 Nominations Committee: Sarah Boyd, Betsy Gelb, Carole Huelbig, David May, Jennifer Norten, Jill Rose (chair), Mary Ann Stanley,

**ADULT EDUCATION COMMITTEE**  
**EMERSON UNITARIAN-UNIVERSALIST CHURCH**  
*Annual Report for 2014*

In 2014 Adult Education continued along the course that had been started in 2013. The multi-track system resulted in basically two tracks being offered on most Sundays. One remained focused on Sacred Texts and their religious connotations; the other has been the less-formal and more spontaneous Un-Conversations. The Sacred Text track has

continued to be mirrored in Youth Religious Education and the Worship Services as the larger Living Text project. This has resulted in a coordinated program for Sunday mornings.

The Sacred Text track in January began with a focus on Eastern religion, first a lecture on Confucianism and then several weeks on Taoism. David May then gave a presentation on “Why We Age,” followed a week later by Gabe Paul on the subject of social justice. April DeConick then led four weeks on Women in Religion, based on her own work. There were several sessions on Earth-based Religion, and the academic year closed with four weeks on “Behind the Kitchen Door,” a discussion of the social and employment problems of restaurant workers. These latter sessions were the first efforts to engage the Social Action Council in collaboration with Adult Education for a multi-week program.

The Un-Conversations continued throughout the year, again with a low but often enthusiastic turnout. The Poetry group, actually a covenant group but with ties to Adult Education, also continued meeting on third Sundays.

In late August just prior to the beginning of the new Church year in the fall, a special Adult Education program was held with the goal of presenting pending ideas for Adult Education going forward and getting feedback from the participants on how they perceived the program that had been presented in the 2013-2014 academic year. Solicited comments concerning desired content and outcomes for upcoming programs were forwarded to the facilitators for those sessions.

The Sacred Text track resumed in September with four weeks on Buddhism. In October we dealt with Unitarianism, focusing on key individuals and their work rather than UU history and principles that have traditionally been covered in other offerings (e.g., Keys to UU). In November the same approach was taken with regard to Universalism. In early December Mike Condit presented two lectures on “The Other Christianity,” a discussion of historical gnostic beliefs and their influence. Sessions in January 2015 will deal with Islam and the Koran. In February we will begin an innovative program dealing with LGBTQ issues, but in relation to religious contexts. In March we will have a collaborative offering with the Social Action Council. Finally, in late April and May, there will be six weeks on Science and Religion. There have already been several meetings of the individuals who will be involved in this offering.

The Adult Education Committee had discussions in 2014 regarding ongoing functions of the committee as well as the program for 2015-16. The overall Living Text project will not continue after May 2015, although it could be resumed at some future date. Ideas for future programs have included (1) ongoing longer-term “Adult Sunday School classes” with variable curricula, (2) more advanced sessions or seminars on topics that have been started in the Living Text project, (3) increased use of individual speakers. There has been agreement to this point that we need to preserve the continuity and planning that has been seen in the Sacred Text track and not resume the practice of unrelated presentations from week to week. The idea has also been discussed of replacing the current Adult Education Committee structure with a “work group” that could meet less frequently, be composed of more individuals (without the necessity of long-term commitment), and be focused on the task at hand. Such tasks would be planning for the entire year, evaluating the prior offerings, and developing specific programs. The Task Force that is currently developing the Science and Religion offering is essentially a test of that model.

Submitted by Mike Condit, Chair  
January 2015

### **AV Annual Report for 2014**

**OBJECTIVES:** The AV Committee provides primarily audio, but some video, support to church programs and programs sponsored by the church. Its primary responsibility is to provide mic-ing, for speaking and music, for Sunday services and any other special services as requested. A subsidiary responsibility is to record all services and to make copies available to people who would like to have those recordings, as well as to make mp3 files of the sermons for posting on

the church website. People who request personal copies of services are asked to contribute \$5 per CD to offset consumable and equipment replacement costs. The committee also makes copies *pro bono* to Sunday worship leaders and as requested by the ministers to support the Lay Pastoral Ministry Team or others who are unable to attend services. The Committee's secondary responsibility is to provide mic-ing and/or video support to other church programs as requested.

**CHALLENGES:** (1) We have trouble attracting and keeping committee members, probably due to the technical needs of the job and/or due to conflicting interests on Sunday mornings. The committee would benefit by having at least four more regular members. (2) We have insufficient audio inputs to handle the increasingly complex mic-ing requests for Sunday services. (3) We have a problematic audio speaker that diminishes the quality of the sound into the Sanctuary.

**SUCSESSES:** (1) We successfully supported all services throughout the year including two memorial services. (2) We have supported technical needs for all congregational meetings and events as requested. (3) We managed the year with minimal expenses—only restocking writable CDs (\$126). We received donations for CDs in the amount of \$685 through the end of November for an approximate total of 170 CDs copied including the *pro bono* recordings. (4) We have dedicated committee members who make it happen.

Committee Members: Ruth Alkons-Wolinsky, Kevin Crotty, Joe Dowlen, John Hammer, Jill Rose, Leo Vandermeulen.

### **2014 Annual Report – Buildings and Grounds Committee** **Chair: Tony Collins**

#### **Buildings and Grounds**

The building function is a committee of one, primarily serving as support for Karen as she coordinates necessary repairs. Our major project on the building was the renewal of the lighting in the sanctuary funded by the Fund-a Need item in the Auction. We have new high-efficiency ceiling lights, a new digital control panel and, as an extra, new side doors to replace the battered old ones. The new light controls were damaged by a roof leak after only a few weeks, but have been repaired. You can guess where my next focus is!

Tony Collins

### **2014 Annual Report – Caring Committee** **Co-Chairs: Mary Ann Rusk and Judy Williams**

After the loss of our beloved Chair, Gwen Essinger, Mary Ann and Judy have become co-chairs of the Caring Committee. The committee is made up of many dedicated individuals who provide refreshments for family and friends in Westwood Hall after a Memorial Service.

This past year we offered receptions after memorial services for the families of Dick Mullineaux and Jean McClintic. Coffee and tea were requested by the Gelb family for their son-in-law.

As co-chairs, we want to thank all the committee members who are always so willing to help to provide a serene and cordial space for friends and family to visit together.

We welcome new members and suggestions from our church community.

Mary Ann and Judy, Co-Chairs



## **2014 Annual Report – Circle Dinners**

**Chair: Mary Ann Rusk**

As the years roll by, Circle Dinner groups continue to meet to enjoy food and fellowship with each other. The dinners start meeting in odd months beginning September through May.

We have had several new members of Emerson to join the group this year. The total group is approximately 65 people.

Announcements are made in the EBlast, Newsletter and Order of Service about the dates of the dinners. Newcomers are always welcome to join the Circle Dinners.

Mary Ann Rusk  
Chair

## **2014 Annual Report – Communications Committee**

**Chair: David May**

The 2014 members of the Committee were: Emily Brown, Joe Dowlen, Mark Edmiston-Lange, Pat Grealy, Greg Hunt, Larry Kelly, Lori Reeder and Maggie Reeder. Our Board Liaison was Sherle Frost Watson. We also received much assistance from Katy Carpmann, Shawn Collier and Victor Koosh.

Major projects for 2014 included:

1. Beginning to restructure our entire Communications Program and coordinate input from Committees and staff;
2. Supporting the LivingText Program using the Meetup website to alert people in Houston about our Adult Education offerings on Living Text;
3. Offering an Adult Education Class on Social Media;
4. Encouraging Adult Ed visitors to stay for the coordinated services on the Living Text Program;
5. Updating and maintaining our Facebook and Twitter accounts to announce Church programs and maintain interest.
6. Developing a blog on our website to include videos by Mark Edmiston-lange and guests.
7. Putting the Wayside Pulpit quotations on the North-facing side of our Church Sign and keeping the sermon titles current on the South-facing side.
8. Preparing a reusable 2X 6 foot Banner to advertise Emerson's Holiday Concert.

Submitted by David May, Chair

## **2014 Annual Report – Finance Committee**

**Chair: Tony Collins**

Finance

The Finance Committee consists of Dick Cheney, John Homier, and Eric Watson. Billye Smith and Mark Edmiston-Lange serve ex-officio, as well as Richard Loftin as vice-President. We will miss Wayne Chandler who has returned to Seattle, and we would welcome new members.

We reviewed the finances monthly and generated the first draft of the budget in October, after it became clear that a balanced budget was conceivable. As you all know, we passed a balanced budget with no draw from the endowment for the first time in years, thanks to a successful Stewardship campaign, and we ended 2014 with a budget surplus.

Thanks to everybody for making the committee's task less stressful

Tony Collins

**2014 Annual Report of the Investment Committee**  
**Co-Chairs: John Homier and Jill Rose**

As described in previous years' reports, the assets of the Endowment Fund have been allocated in two parts:

1. Cash and equivalents for retirement of Emerson's mortgage in June 2014, for Outreach and Reserve Fund in accordance with the 2014 amendment to Emerson's constitution, and for other short term liquidity needs, and
2. Long Term Investment.

The balances and changes in these allocations during the year 2014 are as follows:

Allocation	31 December 2014	31 December 2013	Change
Long Term Investment	\$945,412.02	\$1,243,398.98	(\$297,986.96)
Cash and Equivalents	\$185,273.25	\$770,465.49	(\$585,192.24)
Total Endowment	\$1,130,685.27	\$2,013,864.47	(\$883,179.20)

During the year there were bequests of \$10,000 deposited into the Endowment.

Withdrawals of \$801,211.90 were made during the year as follows:

- \$75,858.00 for budgeted transfer to the operating account, including regular monthly mortgage payments totaling \$20,857.41, and
- \$725,353.90 for the final payment to retire Emerson's mortgage.

The decrease in total market value of the remaining funds in the Endowment account was \$91,967.30.

The Long Term Investment allocation is held primarily in equities managed by The Mitchell Group on our behalf since December 2004. The initial investment in that allocation was \$700,000. In the intervening ten years, we have withdrawn \$1,159,000 and now have a balance of \$945,412. The overall rate of return earned by Emerson on the Long Term Investment allocation over the ten year period is 14.9% per year. As a point of reference, the S&P 500 has grown at an overall annual rate of 5.7% per year during the same period. In November, the Investment Committee voted to retain The Mitchell Group as manager for our Long Term Investment allocation during 2015.

As stipulated by the recent amendment to Emerson's constitution, the Investment Committee determined in November that the amount available for withdrawal from the Endowment in 2015 for Outreach and Reserve Fund is \$76,052.47.

6 January 2015

John Homier and Jill Rose, Co-chairs

**2014 Annual Report - Membership Committee**  
**Chair: Deborah Wotring Landis**

Randy Partain served as Membership Committee Chairman through May. He resigned his position due to his decision to attend seminary and become a Unitarian Universalist minister. At that time, Deborah Wotring Landis agreed to take over as chairwoman of the committee. The committee members who served on the committee in 2014 were Mary Ann Rusk, Sigsby Rusk, Betsy Gelb, Barbara Crotty, Doug Mohn, and Glen Roberts. Randy did an excellent job of recruiting new committee members prior to leaving.

During 2014, Emerson had 105 people visit the church at least one Sunday. Out of our 105 visitors, 23 new members joined the church. Currently we have 374 active members and 20 special members.

The Membership Committee spent several meetings brain storming about possible new approaches to engaging first time visitors to the church in attempt to increase our returning visitor numbers and increase the number of new members. We also included in our brain storming sessions was to help new members get connected to the church to help facilitate their active long term involvement in the church. Once the brainstorming was completed we spent several meetings working on new written procedures for the Membership Committee to implement. The culmination of the committees work for this year is a document entitled Emerson Membership Committee 2014 -2015 New Procedures for Recruiting and Keeping new Members. The purpose of the new procedures document is to set out the details of how the committee members will engage new visitors, returning visitors, and new members through their first year of membership. Also within the procedures being implemented is the name of a person or persons who will be taking the action described so that committee members are all taking an active role in specific tasks to accomplish our goals. For example, each new visitor is receiving an e-mail after their first visit asking if they would like to have breakfast before church or coffee or lunch at any time during the week so that we can get to know the visitor and answer the visitor's questions. Anyone interested in reading the procedures document created by the membership committee should contact Deborah Landis at 713-504-0819 or dlandis570@aol.com. The committee's new procedures will be presented to the Board of Trustees in January 2015 for discussion and questions.

Sigsby Rusk created a computer program for the committee to use in tracking visitors involvement in the church from the first visit through membership. Our goal is to get visitors actively engaged in the life of the church as quickly as possible. This data base is an amazing tool that we will be able to use to accomplish our goal. Deborah Landis has been trained on how to use the database. We are all grateful for Sigsby Rusk's talents including the ability to create from scratch this amazing computer program for our visitor data base.

Mary Ann Rusk faithfully kept greeters scheduled to meet visitors at the front door throughout the year and kept up the hand written welcome cards to all of our first time visitors. Kris Taylor assisted her with this task as well. Mary Ann Rusk has passed on the job of scheduling greeters to me temporarily until I can find another volunteer willing to take on this very important job.

**2014 Annual Report – Performing Arts Committee**  
**Chair: Stephen Lipp**

The Performing Arts of Emerson Unitarian Universalist church performed a wide array of selections during the 2014 calendar year. Performing Arts at Emerson consists of six entities: 1) Chancel choir, 2) Orchestra, 3) Emerson Players, 4) UniTunes, 5) Guitar Houston, and 6) Houston Tuesday Musical Club. The chancel choir continued its tradition of rousing worship services along with a spring concert, a kickoff Sunday and Christmas services. The choir is led by Performing Arts director Bonnie Rosensteel with choir leads Gwendolyn Alfred (alto), Justin Coffey (tenor), Caroline Geenen (soprano) and Austin Whiteley (bass). This year marked the first time in many that the choir was afforded the services of two male section leads. The choir and worship services continue to rely on the keyboard skills of keyboardist Hui Shan Chin. For 2014 Christmas, the choir with help from the Orchestra performed selections from Handel's "Messiah." Their spring performance of the "Bluegrass Mass" was also well attended and demonstrated the choir's musicianship. The performance of Handel's "Messiah" on Saturday night, December 20 was preceded on Sunday, December 14, with the orchestra's performance of "Hanukkah Habanera" and an excerpt from Sibelius' "Finlandia."

The Orchestra, under the leadership of Bill Tackett, performed the waltz from Tchaikovsky's "Swan Lake" in its spring performance. The orchestra strings have been regularly providing accompaniment to worship services with the remainder of the orchestra used on specific occasions.

The orchestra performed Grieg's "Dance in the Hall of the Mountain King" for its Halloween performance of October 26. The orchestra is planning a true concert for this coming spring. The performance will include Beethoven's "Egmont Overture" and Schubert's 8th Symphony (Unfinished).

The Emerson Players performed the film noir farce "Kill Me, Deadly" in the spring. The fall show, which turned out to be the Christmas show, was a sequel to an earlier Player's performance. The show was "Christmas Belles" featuring the cast and characters from the play "Dearly Beloved" which was performed in spring 2013. The Players continue to be self-supporting, with ticket prices recouping play costs and the extras paid to the Don Whittaker Memorial Theater Arts Fund. Hilary Henderson Ritz continues to direct the troupe.

UniTunes continues to use the Emerson Sanctuary for folk concerts the first Saturday from October through May. Bookings continue to be filled with attendance averaging 100 plus per performance. The volunteers who maintain this "Coffee House" venue, with particular note of Beth Hill, Rick Lloyd, Dan Barfield, and Kevin and Barbara Crotty, are to be applauded for their expertise and commitment.

Guitar Houston continues its use of the Emerson Sanctuary for classical guitar concerts for the second Saturday from October through May. This group has booking requests beyond the current calendar year. The performances are purely acoustic with world-class talent performing in the ambience of the Sanctuary. Acts are well-attended, with an average of 80 persons per performance.

The Houston Tuesday Musical Club continues to meet at Emerson from September through May for monthly meetings. The group also rents space for their yearly competitions, the Artist Concert. Westwood Hall is also leased several times during the year for receptions. The club enjoys meeting at Emerson because of the excellent piano and beautiful Sanctuary.

Stephen Lipp  
Performing Arts Chairperson

## **CoEMERSON UNITARIAN UNIVERSALIST CHURCH PERSONNEL COMMITTEE REPORT 2014**

**January 13, 2015**

COMMITTEE MEMBERS: Sara Boyd, Sherle Frost Watson, Larry Huelbig, Ken McLeod, (Chair) and Janet Meininger.

The Personnel Committee has conducted all of its business by email and telephone this year. No face to face meetings were required.

Upon hearing indirectly that a Section Lead in the choir had been terminated, the committee advised the Music Director that in the future the Personnel Committee should be apprised of any problems with any employee that might result in corrective actions or a termination. This includes being made aware of any pending/completed termination.

Upon the resignation of Emily Brown from the position of Office Administrator for Communications, the Personnel Committee (and the Communications Committee) recommended to the Board of Trustees that a task force be appointed to evaluate the roles and desired expertise required of this position going forward, in light of possible rethinking subsequent to Mike Durrall's consultancy. This recommendation was not approved by the Board.

The Personnel Committee was represented on the Search Committee for a new Office Administrator for Communications by the chair. The Search Committee consisted of David May, Ken McLeod, Karen Van Horn (chair), and Jill Rose. This is the same group who had selected Emily Brown. Ads were placed in the usual locations, and greater than eighty resumes were received. Most of these applicants were not qualified. Five were selected for interview. Four of the five either cancelled at the last minute or failed to show up for the interview. Mary Alanis was the only one interviewed. She seemed adequately qualified, especially relative to past work in several churches. The position was offered to her and she started on

Monday January 5, 2015. It was recommended by the Search Committee that should this not work out, we should pursue temp-to-hire arrangements with the next similar vacancy.

The end of this church year concludes the tenure on the Personnel Committee for this chair, so a new chair will need to be selected and perhaps new members recruited going forward. The chair is only aware of one committee member (Sara Boyd) who has indicated she does not wish to continue with the committee, and that is

Respectfully submitted,

Ken McLeod, Chair  
Personnel Committee

## **Social Action Council 2014 Annual Report**

### **PROJECTS AND EVENTS**

#### **Souper Bowl of Caring (02/02)**

Souper Bowl for Caring is our annual collection of canned foods and other packaged items for the Houston Food Bank and coincides with the Super Bowl. On February 2<sup>nd</sup>, our church youth created “canstructions” and collected additional funds for the Houston Food Bank as our church members voted on their artistic creations. A total of \$1,993.31 was raised in February for the Houston Food Bank, including \$385.91 raised during Souper Bowl of Caring.

#### **ReBuilding Together Houston (Spring)**

This was Emerson’s 50<sup>th</sup> house. Over two weekends, Emerson church members and friends of Emerson came out to renovate the house of Barbara Caesar. This was a very special ReBuild and we had an average of 40 persons participating each weekend. Our Crew Chief was Gavin Mason and our lunch coordinators were James Dean/Jill Shaffer and Peggy Sweeney. Other noted volunteers were Beth Hammer who made a beautiful lap afghan for Ms. Caesar, Mark Holt and Mark Edmiston-Lange who installed a garden, and Beth Hill and Mim and Ed Freiter who provided a musical performance during our second lunch. The Emerson UU Rebuild Committee members for this project were Tony Collins, James Dean, Gavin Mason, Leo Vandermeulen and Jane Zachritz.

#### **Beautification Project at Freedom Place (05/03)**

On May 3<sup>rd</sup>, 8 Emerson church members and 1 friend of Emerson installed a butterfly garden at Freedom Place, a care and recovery center for underage female victims of domestic child sex trafficking. Emerson has supported Freedom Place from the very beginning when we first painted the dorm rooms and put together beds. Kay Kamas was instrumental in putting together the therapy room and Beth Hammer is a regular volunteer. Since the butterfly is the symbol for Freedom Place, we felt that a butterfly garden would be a bright, happy addition to their outdoor space. The garden was installed between the dormitory and the classrooms and many of the girls assisted with the project, learning a lot about planning, creating and caring for gardens in the process. Beth Hammer arranged for our access to Freedom Place and Mark Holt was Crew Leader for this project.

#### **Houston Pride Parade (06/27)**

On June 27<sup>th</sup>, 7 Emerson church members and 1 friend of Emerson joined UU churches from all around Houston to show our pride and support equality. The float was sponsored by First Unitarian Church.

#### **ReBuilding Together Houston (Fall)**

This was Emerson’s 51<sup>st</sup> house. Over two weekends, an average of 30 Emerson church members and friends of Emerson came out to renovate the house of an elderly couple and their grandson. Our Crew Chief for this project was Leo Vandermeulen and our lunch coordinators were James Dean/Jill Shaffer and Peggy Sweeney. The Emerson UU Rebuild Committee members for this project were Tony Collins, James Dean, Mark Holt, Gavin Mason, Lori Reeder, Leo Vandermeulen and Jane Zachritz.

### CROP Walk (11/02)

CROP Hunger Walks are community-wide events sponsored by Church World Service and organized by local groups to raise funds to end hunger in the U.S. and around the world. We had incredible weather for the walk and a total of 19 walkers and 2 dogs.

### SPECIAL COURSE

Starting Sunday, April 27<sup>th</sup>, the Social Action Council offered a 4 week course during the 10:00 am hour on *Behind the Kitchen Door*, the [2013-2014 UUA Common Read](#) selection. In *Behind the Kitchen Door*, Saru Jayaraman reveals how restaurant workers live on some of the lowest wages in America and how poor working conditions - discriminatory labor practices, exploitation, and unsanitary kitchens - affect the meals that arrive at our restaurant tables. Kenny Johnson facilitated the course and Beth and Victor Ortuno gave an incredible talk about their experiences in the restaurant industry. Our final presentation was given by a representative from ROC, the organization that Saru Jayaraman helped found to educate and advocate for the rights of restaurant workers nationwide. The class was very well attended with an average of 25 attendees each week. For our final Sunday, we went to Monica Pope's restaurant, Beaver's, one of the few restaurants in Houston to receive high marks from ROC by demonstrating both fair wage practices and ethical treatment of its employees.

### SPECIAL COLLECTIONS

This year, Emerson migrated to a Give-Away-the-Plate method of collection in which 75% of the plate was donated to a special organization and 25% was donated to Interfaith Ministries' Meals on Wheels. A copy of the collections by month is attached. In addition to Meals on Wheels, following is a list of the organizations selected:

JAN – Meals on Wheels and Red Cross (\$2,551.34)  
FEB – Houston Food Bank (\$3,290.35)  
MAR – UU Ministry for Earth (\$3,348.00)  
APR – UU Partner Church and Balaza Scholars (\$1,841.00)  
MAY – Groppe Scholarships (\$1,764.65)  
JUN – Hatch (\$2,220.50)  
JUL – ANSWER (\$1,821.79)  
AUG – Sheltering Arms (\$2,260.12)  
SEP – Freedom Place (\$3,358.89)  
OCT – New Hope Houston (\$2,225.25)  
NOV – Texas UU Justice Ministry (\$3,528.61)  
DEC – UUSC (\$2,091.74)

The total for 2014 for Give-Away-the-Plate was \$36,974.56. The total for 2013 for Share-the-Plate was \$35,074.00.

There are many social action projects at Emerson that have in-direct involvement from SAC, but these are organized by covenant groups, individuals or working groups and funded by individuals, grants or special collections. The major highlight this year was the planning, development and implementation of UUNO by Deborah Landis, Alicia Loftin and Beth Ortuno. A very dedicated group of volunteers helped to make the first of our ESL program a success and the second semester starts in January offering two levels of classes. Another project was the children's book drive organized by a covenant group. This started as a service project but has morphed into an ongoing project with collections changing to benefit organizations in need. The dedicated group of volunteers under the Groppe Scholarship Program continues to assist college-bound seniors who are the first in their family to attend college with the admissions process, financial aid and ongoing tutoring so they are successful in their endeavors. Kenny Johnson was a force of nature educating us about climate change through presentations, film screenings and lectures and he is now applying his talent for grass-roots organization to Texas UU Justice Ministry.

## **MINISTRY FOR EARTH -- 2014 Activities and Events of Emerson Ministry for Earth-- Ann May**

### **Recognition of the Seasons**

Vernal Equinox Celebration: Welcoming Spring, March 20, with a potluck supper followed by a simple service in the courtyard beside Westwood Hall. Summer Solstice on June 21 with potluck picnic in Westwood and informal service in the courtyard. Autumnal Equinox potluck and service on September 22; Winter Solstice Celebration and candle-lighting followed by a bountiful reception.

**Taking Care of Emerson's green campus:** We organized a work party on March 15 to prune and weed the church grounds. And in July, organized some willing weeders to continue weeding and trimming flower beds, in the "cool" of the evening. In September helped organize the fall campus cleanup on Sept. 27. Lots of pruning was needed to get the shrubs back under control. In October, Mitchell Benson planned and constructed a new three-bin compost system behind Westwood Hall and pruned major shrub overgrowth as his Eagle Scout project, with the guidance of Carole Huelbig.

**Celebrated the "green" features of our LEED certified Delaney Hall,** on the 10th anniversary of its dedication. Held a scavenger hunt to encourage people to find the earth-friendly materials, functions, and programs, such as "cool carpet," heat-reflecting parking lot and roof; water-saving faucets and toilets; energy-saving light fixtures and switches; and brick, bulletin boards and toilet stall dividers made from recycled materials.

Volunteered at **Earth Day Houston** at Discovery Green, on Saturday, April 12, 2014. As part of the early shift, Emersonians helped many environmental organizations unload, unpack and set up booths. Some of us volunteered at the Plant-It-Forward garden work day along with folks from First Unitarian.

**Movies:** Joined with Hearts & Minds film series to present a short film and discussion on *The Global Challenge of Ocean Acidification* in June. We screened "*Disruption*," a documentary highlighting the consequences of ignoring climate change in October.

In October, we welcomed former member Laura Emerson, to regale us with tales of life in an off-grid, off-road log cabin north of Anchorage.

October focus on Fair Trade Chocolate

Oct 3, we screened the documentary, "The Dark Side of Chocolate," which exposed the realities of child labor and trafficking in the West African cocoa industry. We had a letter-writing table to urge the 3 chief chocolate production companies to address the ongoing use of children in slavery in the cocoa sector. We provided information about the issue of child slavery and companies who do not engage in this practice. We had fair-trade options for chocolate and offered a form to pledge to purchase fair trade chocolate or cocoa.

We also organized a Halloween costume swap, to help families avoid purchasing a one-time use garment. And the opportunity to recycle perfectly good costumes would not likely be worn again.

In November, we showed "The Story of Stuff" by Annie Leonard. The Story of Stuff is a short animated documentary about the lifecycle of material goods. The documentary is critical of excessive consumerism and promotes sustainability.

### **Ethical Eating**

To demonstrate that you can eat well on a diet that is also sustainable, we held a vegan holiday meal, the Harvest Luncheon (Nov 16). About 8 church members prepared many favorite holiday foods, using a plant-based menu. Proceeds were donated to Houston Food Not Bombs organization.

In July, we organized a field trip to VegFest, and in October, some of us attended Creation Care, promoting local environmental groups and vendors, sponsored by a local Lutheran church.

**Recycling:** We worked with local small businesses and volunteers to maintain recycling of **clothing** by We Green (Emerson receives about \$30 per month); paper, **aluminum, plastic, and cardboard** (by Recycle4U), for which we pay about \$60 per month); ink and toner cartridges.

## **Emerson Stewardship 2014 Annual Report**

Firstly thanks for having Faith for our Future. This year has been a year of transition to year-round financial Stewardship and we accomplished significant milestones to that effect:

- Focus Stewardship on the relationship between our members and their vision, spirituality, passion and the opportunity for Emerson to help them achieve it
- Began Stewardship gatherings at member homes in order to establish more connection among members and celebrate Emerson
- Developed Stewardship Advisor program
- Implemented 3-year giving to enable a higher predictability of our mid-term financial future
- Total pledged dollars for 2015 is approx. \$520,000
- Total pledged dollars for 2016 is approx. \$286,000
- Total pledged dollars for 2017 is approx. \$278,000
- Achieved 91% of pledged dollars based on \$573,000 in budgeted pledges
- Achieved 70% of pledges submitted
- Achieved 100% Board pledges
- Established a giving Kiosk leveraging iPad and Square
- Eliminated the every member canvass

Respectfully Submitted,

Victor Koosh  
Stewardship Chair

## **2014 Annual Report - Usher/Greeter Committee Co-Chairs: Mary Ann and Sigsby Rusk**

We have served as Usher and Greeter Coordinators for the year 2014. We have continued recruitment during the year for addition volunteers in both sections and are happy to report that two new Emerson members have joined the team. However, recruitment will continue as there is always a need for more team members in both areas.

We continue to meet with the Membership Committee on a monthly basis to coordinate follow-up activities for visitors.

We are relinquishing our role as Coordinators to Doug Mohn, Usher Coordinator and to Deborah Landis, Greeter Coordinator for 2015. We wish to thank everyone on the teams for their efforts to make everything run smoothly on Sunday mornings.

Sigsby and Mary Ann Rusk



**2014 Annual Report - Worship Committee**  
**April DeConick**

We met five times during the course of the year. Changes. In order to keep better track of the Sunday schedule, we shifted the upkeep of the congregational Announcements schedule to the office under the care of Mark.

We had a successful Summer Assembly, “Living Our Faith”, supplying services for:

**May 25            We are more than we think**

Guest Speaker, Jeffrey Kripal, Rice University

**June 29            Taizé the UU Way**

Guest Leader April DeConick

Taizé is a contemplative ecumenical worship style that originated in France following World War II. It is a blend of meditative song and silence, with no sermon. We will use familiar songs and readings from our hymnal to create a distinctive UU Taizé service. Join us for this unique service designed to nourish our spirits.

**July 6    God or not-God?’ What About Other Possibilities?**

Emerson UU Sum-ers Covenant Goup

You are invited to an unconventional service about unconventional thinking presented by the Sum-ers covenant group. The service is based on the book *Sum*, by David Eagleman, and our urge to open up to the unknown. Please consider in advance the question: *What do you remember about an unconventional setting or event that gave you an insight or opened you to something new?* We’ll ask for volunteers to share your answers.

**July 13 Unitarian Universalism as a Lifeway**

UU ministerial candidate Randy Partain

Indigenous spiritualities are often thought of as “lifeways.” A lifeway is an approach to all of life rather than seeing spiritual and secular experiences as separate. Are there ways that we can build on this idea to better allow our UU principles to pervade all moments?

**July 20 A Shrewd Awakening**

Rev. Chuck Freeman

After the devastating defeat of Barry Goldwater in 1964 conservative strategists hatched a plan that lead to the convergence of fundamentalist Christianity and socio political power in America. The recent highly restrictive abortion bill passed by the Texas legislature is a direct result of this scheme. We have had a rude awakening. Now its time for a shrewd awakening! The Texas UU Justice Ministry is here to answer the alarm.

**July 27 Why Be UU?**

Emerson Parent’s Covenant Group

Michael Duvall asked our congregation to consider what it is about UU that we value. This service will feature what makes Unitarian Universalism unique and inspiring to us. During the service, we will be asking you to share a brief sentence about why you are UU, which we will later Tweet as a community (#YBUUEmerson).

**August 3            Knowing Your Footsteps Matter: A Personal Journey from Belief in God to Humanism**

Anthony Pinn, Religious Studies Department at Rice University

Drawing on his new book, *Writing God's Obituary: How a Good Methodist Became a Better Atheist*, Professor Anthony Pinn discusses his movement away from theism toward an approach to life devoid of god and gods. And in telling the story of the humanist he knows best, he provides a sense of what humanism means and does within the context of African American communities in larger terms. After the service, he will be signing books, which are available in our bookstore.

**August 10            Called to Love**

Katy Carpmann, Director of Religious Education

Universalism teaches us that all are loved and no one is beyond redemption. How can we embody these lessons?

We also supplied services for the following holiday weekends:

**November 30    Thanksgiving Corn Communion**

Stephen Lipp, Guest Leader

**December 28    Taizé for the End of the Year**

April DeConick, Guest Leader