



RIVER
UNITARIAN
UNIVERSALISTS

SPRING CONGREGATIONAL MEETING MAY 21, 2023

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Official Notice of the Red River Unitarian Universalist Church, Inc.

2023 Spring Congregational Meeting

Date: Sunday, May 21, 2023
Time: 12:45 pm
Where: In the Chapel
515 North Burnett Ave
Denison, TX 75020
Via Zoom
Start Zoom on your device, when asked, enter Meeting ID **989 0789 7878** to join the meeting or join instantly [here](#).

Agenda:

1. Call to Order
2. Lighting the Chalice
3. Opening Reading
4. Roll Call
5. Confirm Quorum
6. Guidelines for taking part when meeting on Zoom
7. Approval of the October 16th, 2022, Fall Congregational Meeting Minutes
8. Annual Reports as outlined in church bylaws
 - Board of Trustees
 - Membership Committee
 - Committee on Ministry
 - Nominating Committee
 - Minister Search Team
9. Review Current Financials
10. Adoption of the fiscal 2023-2024 operating budget
 - Discussion and vote
11. Elections of church leaders
 - Presentation of candidates and Vote
12. Discussion and vote on 8th Principle
13. Congregational Goals for fiscal 2023-2024
 - Discussion and Vote
14. Open Discussion
15. Extinguishing the Chalice
16. Adjournment

Documents:

Three ways to get the packet of documents for the meeting:

1. Download below
2. Tap 'Mtg Docs' on the church app
3. Read/download from the home page of our website

The documents will be projected on the screen during the meeting.

Potluck:

As is our custom, before the meeting we'll have a potluck lunch. Please bring something to share.

References:

Specifics about congregational meetings and voting requirements can be found in our church bylaws.

Our Meeting

Covenant:

Remember & practice the Red River UU Behavioral Covenant:

Each person may speak once on a topic until all others have been heard.

Be brief and focused on your comments.

Listen carefully to what others say and avoid making assumptions.

Wait to be recognized by the current acting chair.

Draft Minutes from the Fall Congregational Meeting

Sunday, October 16, 2022 - 12:45 pm in the chapel

RED RIVER UNITARIAN UNIVERSALIST CHURCH, INC.
FALL CONGREGATIONAL MEETING
OCTOBER 16, 2022, AT 1 PM
HELD IN THE CHAPEL AFTER A POTLUCK LUNCH

1. Meeting called to order at 12:45
2. Lighting of Chalice and reading by Don Rogers
3. Roll call by Jim Holmes- a quorum was reached with 16 present and 8 online
4. Reviewed and approved RRUU Behavioral Covenant for this meeting
5. Consideration of the minutes from the May 16, 2022, Spring Congregational Meet minutes were approved as presented
6. Financial report – Dick Powell, Treasurer
 - * For the first quarter of the current fiscal year, we had total income of \$17,242.42, which was over budget by \$5,032.42, due to the prepayment of the current year's pledges (total pledges received through the end of the quarter exceeded the budget by \$5,602.50). Total expenses were \$13,177.69 (slightly over budget), leaving an excess of income over expenses of \$4,064.73, for the three months ended September 30, 2022.
 - * Included in the Administration expenses – copying, is \$364.98, which was the cost of a new printer. Included in Community expenses – Social Action, is \$280.00 paid to the Ministerial Alliance and \$50.00 paid for Art Fest. Included in Facilities expenses – Building Maintenance, was \$1,174.28 paid for A/C system repairs.
 - * As of September 30, 2022, we had \$15,387.24 available in checking, including \$5,413.00 held in trust for Kat Walston from the sale of her personal effects prior to moving into assisted living at The Terrace. There is a total of
 - * \$19,110.27 in all savings accounts, which includes the \$2,545.00 for the Rhonda DeCaire Memorial Fund. There is a total of \$66,784.40 invested in in the UUA Common Endowment Fund which has a current market value of \$68,073.07. It is also worth noting that a total of \$1,764.00 of new AV equipment was purchased in this quarter and the \$1,326.00 included in Other Current Assets – Uncategorized Asset, is the prepayment of our entire UUA Fair Share for this year.
 - * All bank accounts have been reconciled with no exceptions noted.
7. Discussion and approval of the Annual reports- Notice; we have an opening for a team leader for shelter meals. Marion volunteered to be the team leader for shelter meals.
 - * Adult Forum – Marilyn, and others.

- * Aesthetics – Doug & Carol
 - * Audio Visual - Jim
 - * Caring – Carol & Amy
 - * Communications – Doug, Amy, Hannah
 - * Community Outreach - Amy
 - Pride
 - Free Children’s Clothing Swap- Amy and Adrian
 - Art Fest
 - Austin College Volunteer Opportunity & Internship Fair
 - National Voter Registration Day
 - NAACP Dinner
 - Denison Fall Festival
 - * North Texas UU Congregations - Marla
 - * Earth Day Planning- Amy
 - * Endowment Committee - Dick
 - * Facilities- Building - Jim
 - * Facilities- Grounds - Marilyn
 - * LGBTQ+ Welcoming Committee- (included in Community Outreach)
 - * Little Free Library- Amy and Jim
 - * Long Range Planning – Jim, Marilyn
 - * Moveable Feast- Marion and Elbert
 - * Religious Education- Marilyn, David, and Ellie
 - * Safe Congregation Panel- Carolyn, Jim, Elbert, and Marilyn
 - * Shelter Meals - Inactive
 - * Social Justice - Jan
 - * Texoma Family Shelter - Dick
 - * Website - Jim
 - * Web of Life Monarch Waystation- Lin and Michelle
 - * Worship Team- Marla
8. Review the Status of our Approved Annual Goals
- * Become more visible in the community/encourage use of building for outside organized events
 - * Have 4 church tidy up days per year
 - * Pursue more funding options to add to the Minister fund
 - * Increase voting membership by 10%
 - * Establish a team to respond to all social media/ team will respond weekly
 - * Hire a Minister
9. Discuss Minister Search Team status and Funding- Jim
- * The Team is working in two areas. First, we are interviewing the congregation and friends on what characteristics they want in a minister.
A full report of these interviews is included below.
 - * The second area we are investigating is funding. We are assuming that we can get a \$50,000 grant from NTUUC paid out as \$30,000 year 1 and \$20,000 year 2. We also assume that we can get a grant from the Southern Region (Chalice Lighters). We are targeting a grant of \$10,000. We have not applied for either until we know that we can cover the remaining funding needed.
These are the calculations for the Minister Compensation Package:

Minister Compensation Worksheet from UUA	
	Amount
Salary	\$61,700
Self-employment	\$4,720
UUA retirement base	\$6,170
UUA retirement match	\$ 1,200.00
UUA health plan	\$ 9,888
UUA dental plan	\$720
UUA disability	\$ 802
UUA group term	\$384
Professional expense	\$ 5,000
Compensation estimate	\$89,384
2-year Total with 3% inflation applied	\$181,450

Based on these values, here is where we stand with funding:

- * If we target starting a minister in August 2023, we will need enough funds to cover an estimated \$181,000 in compensation for 2 years. Through grants, budget savings, and additional pledge funding we should be able to raise about \$130,000. That will leave us about \$51,800 short.
- * If we target starting a minister in August 2024, we will need enough funds to cover an estimated \$187,000 in compensation. The increase is due to using a 3% inflation factor through grants, budget savings, an additional year of savings, and additional pledge funding we should be able to raise about \$160,000. That will leave us about \$26,600 short.
- * We have created a pledge card to allow people to make a 2-year financial commitment to help cover the minister's compensation package. The total amount pledged will help reduce our current projected shortfall. To date we have received \$12,860 in pledges.
- * We cannot commit to the official UUA Minister Search program until we can produce additional funding to cover these shortages.
Your Minister Search Team: Jana Norris, Marilyn Alexander, David Dyer, Marla Loturco, Jim Holmes
Results of Congregation interviews were distributed
- * Funding - We anticipate grants from NTUUC (\$50,000.) and Chalice Lighters (\$10,000.)

*** Vote Results**

-The congregation voted to approve the use of up to \$51,000 as needed over a two-year period for the Minister Compensation fund.

10. Marion showed Marilyn a card used by the 1st Unitarian Church of Dallas showing services to help people and she asked if we could make a similar card to help people in our area. Marilyn and Doug designed a card with services in SE Oklahoma and another one with services in Sherman/Denison area. Then they found that commercial printing costs were prohibitive. Don suggested using Avery Templates and Avery card sheets to keep expenses down and that was acceptable. The congregation made useful suggestions about how many cards would be needed and where the cards could be distributed.
11. Open Discussion
 - * Amy discussed work she had nearly completed to receive crowd funding donations from eBay, PayPal, Amazon Smiles and GiveButter for our church that could be designated for the Minister Compensation Fund

* Amy also displayed the new badge design with logos and pronouns. People can pay to get this new name tag and name tags will be provided for new members.

12. Marilyn extinguished the chalice.
13. Adjourned at 1:50

Prepared by David Dyer

Reports

The Board of Trustees

Submitted by Marilyn Alexander

Normal duties for the year

- a. Board Rep is assigned each month and the list of duties is posted on the bulletin board.
- b. Every month we review finances to ensure that we are on track to stay within the budget.
- c. We scheduled and held the Fall Congregational Meeting, Appreciation Dinner, and this Spring Congregational Meeting.

Other duties undertaken

- a. Established a Minister Search Team and approved taking funds from savings to go toward the minister compensation fund once we can secure one.
- b. Approved the revised Policy & Procedures Manual which needed revision.
- c. Approved the new design for nametags.
- d. Held two building cleanup/reorganization days.
- e. Purchased a new printer.
- f. Purchased organization carts for kitchen.
- g. Approved repair of the garages.
- h. Approved chair yoga and "the Power of Now" as new recurring activities.
- i. Reinstated Conversation and Calories and potluck dinners, following pandemic shutdown.
- j. Opened an eBay account and a PayPal account for Red River, so that purchasers can make donations to Red River.
- k. Authorized, printed, and distributed HELP cards for Texas area and Oklahoma area.
- l. Accepted Dick Powell's resignation as treasurer and appointed Carole Harner as treasurer.
- m. Inventoried items in the garages and sold many items with the funds going to the minister compensation fund.

- n. Reviewed and discussed the UUA "8th Principle" proposal.
- o. Elected Jim Runnels to the nominating committee when Carole Harner had to resign to become treasurer.
- p. Joined Sherman and Denison chambers of commerce.
- q. Approved a Preliminary Budget and target amount for the 2023-2024 Pledge Drive
- r. Approved an ad in the Recycling Guide, which is given to clarify new water customers in Sherman.

Membership Report

Submitted by Marion Hill

Five people have joined Red River UU during the past year: Walter and Susie Norris, Jim and Marsha Runnels, and Martina Hernandez. We have frequent in-person visitors to the church, as well as online participation via YouTube and Zoom. People learn about Red River UU through our website, through activities that include game nights, clothing swaps, chair-yoga class, and the Spiritual Self-Help Group/Book Club. The annual Earth Day event in April, organized mainly by Red River UU members, is the church's primary community outreach.

The Membership Team met recently and refined procedures for welcoming visitors and new members. Doug Strong and Marion Hill are working on a new brochure titled "Pathway," that details the congregation's Pathway to Membership. Amy Hoffman-Shehan, Adrian Hinman, and others on the team are discussing changes to the Time & Talents form that new members are asked to complete.

Committee on Ministry

Submitted by Carolyn Cameron

"The purpose of the Committee on Ministry is to strengthen and support the congregational health of Red River UU Church by promoting effective ministries in all areas of Red River's mission. Working to uphold the

philosophy of shared ministry, the Committee on Ministry seeks to affirm healthy relations between congregation members, between congregation and board as well as between the minister and the congregation.” - The Policies and Procedures Manual

The COM meets once a month on the fourth Sunday, immediately after the morning service. There is an announcement in the order of service each month as a reminder. During these meetings we address various areas of Church Life to determine if the congregation’s needs are being met. Additionally, during these meetings the COM is also available to individual members who have problems in the congregation. We continue to invite anyone to discuss church issues with us. *Committee members are Jim Holmes, Carolyn Cameron, and Elbert Hill.*

Nominating Committee

Submitted by Jana Norris

Board of Trustees

Vice-President – to fulfill 2-year term ending 2025 — *Amy Hoffman-Shehan*

Treasurer – to fulfill remainder of Dick Powell’s term ending 2024 — *Carole Harner*

Secretary – to fulfill 2-year term ending 2025 — *David Dyer*

Trustee-at-Large – to fulfill 2-year term ending 2025 — *Don Rogers*

Committee on Ministry

Position 1 of 3: To fulfill the 2-year term ending 2025 — *Carolyn Cameron*

Nominations Committee

To fulfill 3-year term ending 2026 — *Jana Norris*

To fulfill remainder of Carole Harner’s term ending 2025 *Jim Runnels*

To fulfill remained of Linda Tracy’s term ending 2024 - *Walter Norris*

Stewardship Report

Submitted by Carole Harner, Marilyn Alexander, and Jim Holmes

Our Stewardship Campaign set a goal of \$46,000 to support our 2023-2024 proposed budget. As of May 5th, we have commitments of \$44,100 from twenty-

one pledge units covering 29 members. This leaves us short of our goal by \$1,900.

The Finance Team met on May 4th and was able to submit a new proposed budget by making a few adjustments and cuts. The proposed budget is included in this document for review and approval.

Thank you everyone that pledged money to help us make a budget that works. And thank you to all the volunteers that submit their time to accomplish all the work necessary to make Red River UU successful.

Minister Search Team

Submitted by Jim Holmes

Here is a brief history of our activity so far:

At our awards lunch held on February 20th, 2022, there was a lengthy discussion on should we get a minister. It was felt that getting a minister would ...

Points of discussion

- Lay-led is a lot of work for the Worship Team and the team is getting smaller
- A minister will bring new energy which we all could use
- A minister should help us grow faster and attract younger members
 - Having a minister opens up areas of the Texoma community that only a minister has access to - this will help us get more visibility
- A minister can head us in more social justice activities in the community and help coordinate our efforts, so we are more effective
- A minister will help make other teams more effective

On March 20th, 2022, the congregation voted to officially start the process to look for a contract minister. Contract ministers are recommended for churches of our size that are looking for their first full-time minister. These contracts are for one year and are renewable if both parties wish to continue.

On May 15th, 2022, the Board presented the five person Minister Search Team, and the congregation

approved them. This team's main duties are to find funding sources, interview the congregation to determine the characteristics we would want in a minister, and to manage the process from beginning to end. The Team members are Marilyn Alexander, David Dyer, Jana Norris, Marla Loturco, and Jim Holmes as Chair.

At our Fall Congregation meeting on October 16, 2022, the membership voted to allocate up to \$51,000 from savings to help cover the minister compensation package. The Team also created an online pledge card to allow members to contribute to the minister fund. This online form is located [HERE](#). As of May 1, 2023, we have just over \$16,000 in commitments from online and a total of \$16,000 from all sources.

Our biggest obstacle to getting a 2-year contract with a minister is our ability to pay for their compensation package, estimated to be around \$90,000 per year. Unfortunately, due to the decline in the stock market, our two biggest sources of grants through NTUUC and Chalice Lighters have frozen their grants until their

investment markets recover. Current estimates are that these grants might be available at the earliest sometime next year based on stock market recovery.

Meanwhile, the team has been concentrating on creating our church history, and the information needed for the UUA Minister Search Profile, both of which will be needed once we are able to officially apply for a minister.

The Team has also been working closely with the Board on what Red River UU should be doing from now until we can get a minister. We can't wait for a minister to help us. We must take action to help ourselves. The help we are discussing is in how to increase our visibility in our communities through outreach programs and other means so that we may attract more members. Unfortunately, our membership has been on the decline since Covid, and that trend needs to be reversed if we want to be able to afford a minister in our future.

Your Minister Search Team: *Marilyn Alexander, David Dyer, Jana Norris, Marla Loturco, and Jim Holmes*

4:58 PM

05/02/23

Cash Basis

Red River Unitarian Universalist Church Balance Sheet As of April 30, 2023

	Apr 30, 23
ASSETS	
Current Assets	
Checking/Savings	
RRUU NOW Acct	10,220.12
Savings	
General Savings	
Fund for K Walston	5,951.89
Minister Fund	4,037.08
General Savings - Other	10,618.20
Total General Savings	20,607.17
RR Endowment Fund @ UUCEF	12,058.50
RR Savings Fund @ UUCEF	54,725.90
Total Savings	87,391.57
Total Checking/Savings	97,611.69
Total Current Assets	97,611.69
Fixed Assets	
Purchase of Church Building	23,724.60
Total Fixed Assets	23,724.60
TOTAL ASSETS	121,336.29
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Due to Kat Walston	5,951.89
Total Other Current Liabilities	5,951.89
Total Current Liabilities	5,951.89
Total Liabilities	5,951.89
Equity	
Opening Balance Equity	41,963.15
Retained Earnings	73,675.63
Net Income	-254.38
Total Equity	115,384.40
TOTAL LIABILITIES & EQUITY	121,336.29

Red River Unitarian Universalist Church
Profit & Loss Budget vs. Actual
 July 2022 through April 2023

	Jul '22 - Apr 23	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
Interest	7.23	25.00	-17.77	28.9%
NTUUC Grant - 2017/2018	0.00	0.00	0.00	0.0%
Pledges	33,710.00	35,675.00	-1,965.00	94.5%
Share the Bowl	0.00	830.00	-830.00	0.0%
Special Collections	44.00	0.00	44.00	100.0%
Uncategorized Income	1,800.73			
Unpledged Regular Giving	993.80	2,500.00	-1,506.20	39.8%
Weekly Offerings	2,768.00	1,670.00	1,098.00	165.7%
Total Income	39,323.76	40,700.00	-1,376.24	96.6%
Gross Profit	39,323.76	40,700.00	-1,376.24	96.6%
Expense				
Administration				
Banking Fees	25.00	80.00	-55.00	31.3%
Copying	364.98			
Minister Search Expense	0.00	1,720.00	-1,720.00	0.0%
Postage	0.00	40.00	-40.00	0.0%
Postal Box	198.00	200.00	-2.00	99.0%
Supplies	485.08	80.00	405.08	606.4%
Total Administration	1,073.06	2,120.00	-1,046.94	50.6%
Caring Team Support	0.00	80.00	-80.00	0.0%
Childcare	0.00	0.00	0.00	0.0%
Communications				
advertising	997.69	830.00	167.69	120.2%
Printing	115.57	150.00	-34.43	77.0%
Subscriptions	925.32	750.00	175.32	123.4%
Total Communications	2,038.58	1,730.00	308.58	117.8%
Community				
Other Special Collections	0.00			
Social Action	330.00			
Total Community	330.00			
Consultation	5,000.00	5,000.00	0.00	100.0%
Facilities				
Building Improvements	0.00	0.00	0.00	0.0%
Building Loan Payment	0.00	0.00	0.00	0.0%
Building Maintenance	7,288.31	1,250.00	6,038.31	583.1%
Cleaning Service	912.50	1,620.00	-707.50	56.3%
Grounds Maintenance	1,013.73	1,500.00	-486.27	67.6%
Insurance	2,993.70	3,500.00	-506.30	85.5%
interior items	320.58			
Loan Interest Expense	0.00	0.00	0.00	0.0%
Supplies	34.98	330.00	-295.02	10.6%
Utilities	5,357.11	5,000.00	357.11	107.1%
WiFi Fund	1,337.61	1,710.00	-372.39	78.2%
Total Facilities	19,258.52	14,910.00	4,348.52	129.2%
GIFT /Fair Share				
GIFT /BLUU Campaign	0.00	420.00	-420.00	0.0%
GIFT /Justice Ministry	0.00	250.00	-250.00	0.0%
UUA	710.00	1,700.00	-990.00	41.8%
Total GIFT /Fair Share	710.00	2,370.00	-1,660.00	30.0%
Hospitality				
children's RE	360.00	0.00	360.00	100.0%
Total Hospitality	360.00	0.00	360.00	100.0%

Proposed Budget for fiscal 2023-2024

Red River Unitarian Universalist Budget
Submitted for Approval at May 2023 Congregational Meeting

	<u>Budget</u> <u>July 2023 - June 2024</u>
Income	
Pledges	44,100.00
Other Income / Weekly Offering / Unpledged Giving	6,000.00
Total Income	50,100.00
Expense	
Administration - Bank Fees	30.00
Administration - Copying	450.00
Administration - Postage	48.00
Administration - Postal Box	200.00
Administration - Supplies (includes worship supplies)	600.00
Caring Team Support	96.00
Communications - Advertising (includes chamber memberships)	1,200.00
Communications - Printing, Other	150.00
Communications - Subscriptions (includes church app for \$708)	1,100.00
Consultation	6,000.00
Facilities - Building Maintenance	2,546.00
Facilities - Cleaning Service	1,200.00
Facilities - Grounds Maintenance	1,500.00
Facilities - Insurance	5,700.00
Facilities - Supplies, Other	400.00
Facilities - Utilities	7,000.00
Facilities - WiFi Fund	1,400.00
Fair Share - BLUU Campaign	200.00
Fair Share/GIFT - UUA	2,240.00
Hospitality - Children's REsupplies	300.00
Hospitality - General	0.00
Leadership Development-Board Discretionary Fund	0.00
Leadership Development - Conferences, Other	120.00
Membership	0.00
Religious Education - Director	0.00
Religious Education - Children's RE Teacher	1,500.00
Social Action - Earth Day Festival	500.00
Social Action - Projects	500.00
Social Action - Texoma Family Shelter	500.00
Social Action - TXUJUM Membership	120.00
Worship - Honoraria	10,650.00
Worship - Mileage	2,250.00
Worship - Morning Programs	1,300.00
Worship - Production, Music	300.00
Worship - Supplies (included with Admin Supplies)	0.00
Subtotal Expense	50,100.00
Total Net Income / (Loss)	0.00

Proposed 8th Principle

We, the members of Red River Unitarian Universalist Church approve adding an 8th Principle added to its existing 7 Principles: We covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions

Congregational Goals for 2023-2024

These are our current Congregational Goals for 2022-2023 budget year:

- Become more visible in the community through participation in community events and usage of the building for outside organization events.
- Have four church cleanup days per year. Doug will coordinate.
- The congregation will pursue more funding for adding to the minister fund.
- Increase voting membership by 10%.
- Establish a team to respond to comments on YouTube, Facebook, Website, Meetup, etc. This team will respond to comments weekly.
- Hire a minister.

After we review how the congregation did on meeting these goals, we will create our new goals for 2023-2024 budget year.

Here are the Proxy Ballots: You may use either an Open Proxy or a Directed Proxy **BUT NOT BOTH**

You may also vote online.

Click [HERE](#) to vote for the documents and [HERE](#) to vote for the people.

____ **Open Proxy:** Red River UU Church Congregational Meeting: May 21, 2023

I, _____ do hereby assign my open proxy for the Red River UU Church Congregational Meeting of May 21, 2023 to _____ (assigned person must be a member in good standing and hold no more than one other proxy. They must attend the meeting. The secretary may not accept an open proxy).

Signature: You must sign and date in order for your proxy to be valid

Date

You must return your Directed Proxy by NOON May 21, 2023, to David Dyer, Secretary. Red River UU Church, PO Box 1806, Denison, Tx. 75021.

____ **Directed Proxy** for: Red River UU Church Congregational Meeting May 21, 2023

Congregational Minutes from October 16, 2022: ___ For as presented ___ For as amended in meeting
___ Against ___ Abstain

Proposed 2023-2024 Budget: ___ For as presented ___ For as amended in meeting
___ Against ___ Abstain

Annual Goals 2023-2024: ___ For as presented ___ For as amended in meeting
___ Against ___ Abstain

UUA 8th Principle:(Changes to this principle are not allowed) ___ For ___ Against ___ Abstain

Ballot for Board of Trustees

Vice-President – to fulfill 2 year term ending 2025 – please vote for 1

Amy Hoffman-Shehan ___ Yes _____ ___ Yes

Treasurer – to fulfill remainder of Dick Powell’s term ending 2024 – please vote for 1

Carole Harner ___ Yes _____ ___ Yes

Secretary – to fulfill 2 year term ending 2025 – please vote 1

David Dyer ___ Yes _____ ___ Yes

Trustee-at-Large – to fulfill 2 year term ending 2025 – please vote for 1

Don Rogers ___ Yes _____ ___ Yes

Ballot for Committee on Ministry

Position 1 of 3: To fulfill the 3 year term ending 2026 – please vote for 1

Carolyn Cameron ___ Yes _____ ___ Yes

Ballot for Nominations Committee

To fulfill 3 year term ending 2026 – please vote for 1

Jana Norris ___ Yes _____ ___ Yes

To fulfill remainder of Carole Harner’s term ending 2025 – please vote for 1

Jim Runnels ___ Yes _____ ___ Yes

To fulfill remained of Linda Tracy’s term ending 2024 – please vote for 1

Walter Norris ___ Yes _____ ___ Yes