

Resurrection Metropolitan Community Church  
Annual Congregational Forum  
Sunday, November 5, 2023  
Agenda

- I. Call the Meeting to Order - Connie Wright, Moderator
- II. Opening Prayer
- III. Consideration of the Agenda Items for the Annual Congregational Meeting
  - a. Nominating Committee Report - Dominique Williams, Chair
  - b. Presentation of the Slate of Candidates for Board of Directors
  - c. Presentation of the Slate of Candidates for Lay Delegates
  - d. Practice Voting Procedure - Veronique Walker - Acquisition of Zoom link by members; practice vote
- IV. Clerk's Report - Cathleen Sheil-Hopper
  - a. Minutes of the 2022 Annual Congregational Meeting (ACM)
- V. Treasurer's Report - Douglas Perkins
  - a. Report on the 2023 Financial Position of RMCC as of October 31
- VI. Other Reports:
  - a. Board of Directors - Jackie Marshall
  - b. Senior Pastor Report - Rev. Elder Troy Treash, Senior Pastor, Retired
  - c. Ministry Report - Pastor Candace Shultis, Gap Pastor
  - d. Associate Pastor Report - Rev. Denise Junious (includes OWLS report, Ushers' Report, Social Justice Report, NextGen Report)
  - e. Pastoral Search Committee Report - Raymond Turner, Co-Chair
  - f. Questions on the above reports (maximum 10 minutes)
- VII. New Business
  - a. Presentation and Discussion of the Proposed 2024 Budget (maximum 10 minutes)
- VIII. Announcements
- IX. Closing Prayer
- X. Adjournment

Resurrection Metropolitan Community Church  
Annual Congregational Meeting  
Sunday, November 12, 2023

Agenda

- I. Establish a Quorum
- II. Call the Meeting to Order - Connie Wright, Moderator
- III. Opening Prayer
- IV. Consideration of the Agenda
  - A. Motion to approve the agenda.
- V. Nominating Committee Report - Dominique Williams, Chair
  - A. Presentation of the Slate of Candidates for Board of Directors
  - B. Motion to elect the recommended Slate of Board of Director
  - C. Presentation of the Slate of Candidates for Lay Delegates
  - D. Motion to elect the recommended Slate of Lay Delegates
- VI. Clerk's Report - Cathleen Sheil-Hopper
  - A. Motion to approve minutes - 2022 Annual Congregational Meeting (ACM)
- VII. Treasurer's Report - Douglas Perkins
- VIII. Other Reports
  - A. Board of Directors - Jackie Marshall
  - B. Senior Pastor Report - Rev. Elder Troy Treash, Retired
  - C. Ministry Report - Rev. Dr. Candace Shultis, Gap Pastor
  - D. Associate Pastor Report - Rev. Denise Junious (includes OWLS report, Ushers' Report, Social Justice Report, NextGen Report)
  - E. Pastoral Search Committee Report - Raymond Turner, Co-Chair
  - F. Motion to receive ALL reports - includes Nominating Committee Report, 2022 ACM Minutes, Ministry Reports, Senior Pastor Report, Associate Pastor Report, Treasurer's Report, Board of Directors Report, Pastoral Search Committee Report
- IX. New Business
  - A. Approval of the 2024 Budget
    1. Presentation of the 2024 Budget - Douglas Perkins, Treasurer
    2. Motion to approve the Proposed 2024 Budget
  - B. Presentation of Board Election Results
    1. Voting results for the Board of Directors slate
  - C. Presentation of the Lay Delegate Election Results
    1. Voting results for the Lay Delegates slate
- X. Announcements
- XI. Closing Prayer
- XII. Adjournment
  - A. Motion to Adjourn the meeting



2025 W. 11<sup>th</sup> St, Houston, TX 77008-6320  
 Office 713-861-9149, Fax 713-861-2520  
[www.ResurrectionMCC.org](http://www.ResurrectionMCC.org)

## APPLICATION FOR BOARD OF DIRECTORS

By-laws Regarding Board of Directors

### **ARTICLE III - GOVERNMENT, ORGANIZATION, STRUCTURE, AND OFFICERS**

#### **BOARD OF DIRECTORS**

The BOARD of Directors (hereinafter referred to as BOARD) shall have charge of all matters pertaining to the Articles of Incorporation or documents of legal organization, CHURCH property, and financial affairs of the CHURCH. The BOARD is accountable for managing the collection and disbursement of funds, maintenance of CHURCH records, managing the cash flow, and reporting to the Congregation and UFMCC. The BOARD shall also have the responsibility and authority for issuing operating policies.

#### **1. COMPOSITION**

The BOARD shall consist of nine (9) members, including the PASTOR who shall serve as PRESIDENT of the BOARD; and eight (8) members elected by a Congregational Meeting. Consideration will be given to elect members with diverse perspectives, core competencies, and complementary skills consistent with the required functions and responsibilities of the BOARD.

#### **2. TERM OF OFFICE**

The term of office is three (3) years. BOARD members may not serve more than two (2) full terms consecutively. A mandatory one-year hiatus is required of any Board of Directors member, who has completed two consecutive terms before that member can re-join the Board, either through election or appointment. The expiration of the terms of the BOARD members shall be staggered, with no more than three (3) BOARD members transitioning off the BOARD during any election.

### **3. BOARD MEETINGS**

The BOARD shall meet at least once a month. Upon agreement of three (3) members of the BOARD, a special meeting may be called and may be conducted face to face or virtually. All members must be notified at least twenty-four (24) hours in advance of a special meeting, if possible, and the majority of active members must agree on a date and time. Special BOARD meetings may also be called by the MODERATOR or the PRESIDENT.



2025 W. 11<sup>th</sup> St, Houston, TX 77008-6320  
 Office 713-861-9149, Fax 713-861-2520  
[www.ResurrectionMCC.org](http://www.ResurrectionMCC.org)

*"For as we have many members in one body, and all members have not the same office; so, we (being) many, are one body in Christ, and everyone members one of another. Having then gifts differing according to the grace that is given to us..."Romans 12:4-6*

Dear Member,

The Nominating Committee appreciates your interest in applying for a Board of Directors position at Resurrection MCC. As you prayerfully consider this position, remember that the rewards are many for those who serve God and others. Also pray that the Spirit of God will direct the Nominating Committee as we consider all the applications submitted for these leadership positions.

The instructions for submitting the attached application are as follows:

- Read and understand the requirements of the position.  
 Complete the application legibly and neatly.  
 Do not alter the application from its original format.  
 Limit your responses to the original three-page format. You can discuss your answers in detail at the interview.
- Submit your application to the church office via hand delivery, U.S. mail or electronically to [nominations@resurrectionmcc.org](mailto:nominations@resurrectionmcc.org)**

The Board Nominating Committee will review your application, and then contact you to schedule an interview. Interviews should take about 30-45 minutes. You will be notified of your time slot prior to that date. If you have a scheduling conflict with that day or a specific time during that date, please advise when you return your application.

If you have questions or comments you want to discuss before this meeting, please feel free to contact Dominique Williams, Nominating Committee chair.



2025 W. 11<sup>th</sup> St, Houston, TX 77008-6320  
 Office 713-861-9149, Fax 713-861-2520  
 www.ResurrectionMCC.org

Your Name: Irene Gutierrez Fowler

Length of Membership at RMCC: 30+ yrs (California/Texas)

Date of Application: 09/24/23

Occupation: Retired

The information you provide on the following pages will be reproduced exactly as it appears here for distribution in the congregational packet. **Do not alter application.**

1. Which position(s) are you applying for? See Position Description and Purpose documentation at the end of the application.

Assistant Treasurer  
 Resource Development  
 Clerk

I am open to wherever God needs me as a member of this Board.

2. Why do you wish to be considered as a nominee for one or more Board of Directors position(s)?

I bring a unique perspective with 25 yrs of association within the MCC fellowship through my marriage to an ordained MCC Minister & Sr Pastor of Heartland Christian Fellowship; that we started.

3. What specific skills and experiences do you have that would be an asset for the position(s) for which you are applying?

Over my lifetime I've acquired traits of being inclusively fair, having strong time management & organizational skills. I've managed payroll, inventory accountability & modification, bottom line reporting and employee retention. I've been involved in compliance, provided employee training & education and a church start-up & growth. I understand, value and exercise the qualities of confidentiality, integrity, diplomacy, honesty, accountability, a bold spirit, a deep faith and mature spiritual life as well as possessing the gift of discernment.

4. What are your areas for potential personal growth in leadership, administration, and financial management?

Leadership - discernment and a calm spirit; Administration - a willingness to do what is needed and openness to learn; and Financial management - again, a willingness to learn.

5. Beginning with the most recent activity, list up to 6 of your current and past church ministries/volunteer activities at Resurrection MCC and other churches or community organizations (boards, committees, etc.).

Church/Community Organization Name	Length of Service	Responsibility
Resurrection MCC - Houston, TX	5/22-now	Food pantry, Usherette, Welcome Desk, Chimes, Communion Training & more
Damon Laboratories	5 yrs	Participated in Health Fairs w/ Geriatric Community (2x yrly)
Heartland Christian Fellowship MCC - San Bernardino, CA	7 yrs	Bilingual Lector/Gospel Reader, Served Communion, Prayer Warrior, Assisted w/ "Healing" Services, Accompanied/ Assisted Sr. Pastor on Home/Hospital Visitations & w/ Death Calls/Prayer, Create & Distribute Food Bags for Homeless, Pastor's Wife "Callings"
Good Samaritan MCC - Whittier, CA	3 yrs	Lay Delegate, Serve Communion, Prayer Team, Readings

6:-What is your current commitment regarding stewardship of time, talent, and finances?

Time - to use my time wisely, productively, and with intent to accomplish; Finances - register for on-line tithing and give faithfully & consistently; and Talents - listen for God's direction, to

be obedient to God's calling, to trust in God to equip me in whatever God calls me to do with Wisdom, Knowledge and Discernment.

---

7. How have you grown personally in the area of stewardship?

In the past eight years since my wife's death, I labored through the decision of returning to Texas after 36 years, to discover who I am without her and to re-establish myself as the new head of household in managing all finances and singularly make all decisions; which brought me to strengthen my relationship with God and find physical, mental, emotional, & spiritual healing. I was spoiled, pampered, irresponsible and to a certain degree ... immature. I've come a long way, praise God and have become the woman you see today. Glory to God!

8. The board members contribute to many functions of the church, such as: attending monthly board meetings, counting financial contributions at Sunday's services and RMCC fund raising events, leading and/or participating on certain committees, attending fund raising events, etc. Are you aware of and how can you support these functions?

I am aware of many of the functions that MCC church Board of Directors oversee and manage through my awareness as a pastor's wife and my observation as a church member. My devotion to the church leads me to offer my time, talents, and donations and God's direction calls me to have a willingness to be diligent in the execution of any and all duties assigned.

9. If elected to serve as a Board Member, how would you want to be remembered by the congregation at the end of your term?

I strive to be a bold and Godly woman who wants to be the difference that makes a difference.

---



---





2025 W. 11<sup>th</sup> St, Houston, TX 77008-6320  
 Office 713-861-9149, Fax 713-861-2520  
 www.ResurrectionMCC.org

Your Name: Zee S Broussard

Length of Membership at RMCC: 8 yrs.

Date of Application: 9/27/2023

Occupation: ASL Sign Language Interpreter, Certified

The information you provide on the following pages will be reproduced exactly as it appears here for distribution in the congregational packet. **Do not alter application.**

1. Which position(s) are you applying for? See Position Description and Purpose documentation at the end of the application.

- Assistant Treasurer  
 Resource Development  
 Clerk

2. Why do you wish to be considered as a nominee for one or more Board of Directors position(s)?

I like numbers, working with numbers and spreadsheets is fun for me. I believe I can serve in this position and work with the budget and whatever is required of me in this position.

3. What specific skills and experiences do you have that would be an asset for the position(s) for which you are applying?

I worked as a bookkeeper for a savings and loan company, and an automobile dealership, and have interpreted in accounting classes. My associate degree is in business management. The research analyst position I held was for 5 years and it was working with spreadsheets and reporting.

4. What are your areas for potential personal growth in leadership, administration, and financial management?

I could grow in financial management and investment. In leadership, I could grow in the areas of delegation, and organization/time management. Administration, whew, where do I start?

Beginning with the most recent activity, list up to 6 of your current and past church ministries/volunteer activities at Resurrection MCC and other churches or community organizations (boards, committees, etc.).

Church/Community Organization Name	Length of Service	Responsibility
ASL assistant instructor	2 classes	Lead and interpret for students and deaf teachers
Interpreter	~8 yrs.	Prepare for music in worship and sermon
Worship Arts Leadership Team	3+ yrs.	Work with team in worship agenda plans
TSID	2 yrs	Previously as audit committee member
TSID	3 mo	Chair of audit committee
Bayou City Performing Arts	3 yrs	Practice and memorize music for performance Interpreting

5:---What is your current commitment regarding stewardship of time, talent and finances?

I am totally committed to my stewardship of finances to the church, my talents I give as an offering, and my time I give now in preparation of worship and service. I am committed to giving the time and dedication to work on and with the BOD if chosen to be a member.

6. How have you grown personally in the area of stewardship?

My wife and I tithed joyfully and continued our giving while I was not working for 1 ½ years due to my shoulder injury. We are continuing to increase our giving as God has continued to blesses us.

7. The board members contribute to many functions of the church, such as: attending monthly board meetings, counting financial contributions at Sunday's services and RMCC fund raising events, leading and/or participating on certain committees, attending fund raising events, etc. Are you aware of and how can you support these functions?

Yes, I am aware that monthly meetings and possibly special meetings will need to be added to my current calendar. Running the functions of the church requires commitment and dedication. I believe that I am able to serve as an attendee, and committee member, and learn how to be a fundraiser

---

8. If elected to serve as a Board Member, how would you want to be remembered by the congregation at the end of your term?

As someone who served willingly, wholeheartedly, and without much fanfare.

---

---

---

Your Name: William E. Russell V

Length of Membership at RMCC: 5 years

Date of Application: 09/20/2023

Occupation: Federal Manager

The information you provide on the following pages will be reproduced exactly as it appears here for distribution in the congregational packet. **Do not alter application.**

1. Which position(s) are you applying for? See Position Description and Purpose documentation at the end of the application.

Assistant Treasurer  
 Resource Development  
 Clerk

2. Why do you wish to be considered as a nominee for one or more Board of Directors position(s)?

I have come to hold Resurrection in great value as my church home. I wish it to continue to be a church of acceptance and leadership in the community for years to come. I want to offer whatever skills I have to help make that possible.

---

3. What specific skills and experiences do you have that would be as asset for the position(s) for which you are applying?

My education and professional experience have given me experience in financial management, facilities management, personnel management, procurement and contracting management, as well as experience in leadership and mentoring. I also served as chairperson of the Desert Southwest Combined Federal Campaign for nine years while I was stationed in El Paso Texas.

4. What are your areas for potential personal growth in leadership, administration, and financial management?

I learned early in my career that I always have potential for growth and learning. I want to learn more of mentoring and I want to expand my experience in leadership. In both of these areas I have experience in large organizations; I want to develop skills in applying these attributes in a smaller organization.

5. Beginning with the most recent activity, list up to 6 of your current and past church ministries/volunteer activities at Resurrection MCC and other churches or community organizations (boards, committees, etc.).

Church/Community Organization Name	Length of Service	Responsibility
Campus Care team	5 yrs	Provide labor and action as needed
Board Nominations Committee	2 yrs	Served on the nominating board for BOD members
Christmas Concert	1 day	Supported the Christmas Concert with setup/service
Thanksgiving Dinner	2 yrs	Worked in support of Thanksgiving Dinner until

6. What is your current commitment regarding stewardship of time, talent and finances?  
As noted above, I have committed to serving in various capacities and will continue to do so. I continue my financial commitment to the church with weekly contributions and additional financial support as I am able. I will continue to do these regardless of whether or not I serve on the Board. I continue to offer my talents in whatever way I can. To date it has been mostly physical service, but I consider that a talent as well.
7. How have you grown personally in the area of stewardship?  
Since coming to Resurrection, I have seen my self-confidence in my faith strengthened. I find myself more willing to provide support and guidance that requires me to be open and vulnerable in ways I haven't before. As to stewardship of the temporal I have learned that there are always opportunities to improve administration and management. I have never accepted "that's the way we've always done it" approach to management.
8. The board members contribute to many functions of the church, such as: attending monthly board meetings, counting financial contributions at Sunday's services and RMCC fund raising events, leading and/or participating on certain committees, attending fund raising events, etc. Are you aware of and how can you support these functions?  
I am aware of these needs and am committed to supporting them to the best of my abilities. While I do support these functions financially as I can, my best support has been to work the functions, and provide attendance. Once I am familiar with the development and implementation of these activities, I will also be able to provide any input to improving or expanding these activities.
9. If elected to serve as a Board Member, how would you want to be remembered by the congregation at the end of your term?

A team player who served with integrity and grace. On my office desk, for many years, I have a quote from Lao Tzu: "A leader is best when people barely know he exists, when his work is done, his aim fulfilled, they will say: we did it ourselves." I also have Micah 6:8 framed and on my desk: "All He asks of you is this - love kindness, do justice, and walk humbly with your God." I hope that I can live these sentiments and be remembered for that.

## **APPLICATION FOR CANDIDACY/ LAY DELEGATE**

By-laws Regarding Lay Delegates

### **ARTICLE V - GOVERNMENT, ORGANIZATION, STRUCTURE**

#### **Section E - LAY DELEGATES**

##### **1. COMPOSITION**

One (1) Lay Delegate shall be elected at the first Congregational meeting following the General Conference of the Fellowship for every one hundred (100) Members in Good Standing or portion thereof.

##### **2. TERM OF OFFICE**

Lay Delegates shall serve for three (3) years.

##### **3. DUTIES AND RESPONSIBILITIES**

Lay Delegates duties shall include representation of the Congregation at Network and General Conferences and maintaining an awareness of Network and General Conference concerns and issues.

Lay Delegates shall have been Members in Good Standing at RMCC for at least one (1) year. Nominees who receive votes, but are not elected as a Lay Delegate, shall be considered as an Alternate Lay Delegate, and shall fill vacant Lay Delegate positions according to the priority established by the number of votes received.

Lay Delegates shall elect from among themselves a leader, known as the Lay Representative. The Lay Delegate receiving the largest number of votes cast shall serve as Interim Lay Representative and shall call an organizational meeting for the purpose of electing the Lay Representative.

The Lay Representative shall be responsible for ensuring that all Lay Delegates are kept aware of their responsibilities, of meetings, and conference dates and agendas, and shall ensure that a report of all conferences and meetings is presented to the Board of Directors and the Congregation in a timely manner. In the event that elected Lay Delegates or Alternates are unable to attend a particular conference, the Board of Directors may appoint a substitute for that conference only.





2025 West 11<sup>th</sup> Street, Houston, TX 77008-6320

Office: 713.861.9149

www.ResurrectionMCC.org

Name: KK Goodsell

Date: 9/20/2023

Duration of Membership at RMCC: 20+ years

Occupation: Corporate Trainer

The information you provide on the following pages will be reproduced exactly as it appears here for distribution in the congregational packet. **Do not alter this application.**

1. Why do you wish to be considered as a nominee for a Lay Delegate position? I have been blessed by so much in this church, along with my family. I simply want to share the gifts I have received with others. I believe I have been called to do this, just as my Mother was. She was a leader in everything she touched in work, church and many more aspects. She taught me to raise others by giving them a helpful hand and to help in any way needed to help them "stand" on their own or hold them up if needed until they can do it on their own.
  
2. Lay Delegates are considered leaders of the church; how do you ensure your leadership stays fresh and exemplifies the vision, mission, and direction of the church? Simply by following the vision and mission of the church. By fostering healthy discussions, remaining committed to being an affirming person and putting Gods love into motion where the spirit leads. Understanding others is the key, by staying in fellowship with the members to understand what concerns they may have and what they would like to see from the church.
  
3. Beginning with most recent activity, list up to six (6) of your current and past church ministries/volunteer activities at Resurrection MCC and other churches or community organizations (boards, committees, etc.)

Church/Community Organization Name	Length of Service	Responsibility
Choir	15+ yrs.	Singing and fellowship with the others

Communion Server	5+ yrs.	Giving blessings to the recipients
Reader in the church service	4+ yrs.	Reading the word of God to the attendants
Volunteering for Shriners	5+ yrs.	Help as needed @ The Ronald McDonald House
Ombudsman for Nebraska	5+ yrs.	Be an advocate for people in nursing homes.

4. What is your current commitment regarding stewardship of time, talents and finances? I will continue to do all I can to help when and where I am needed as my schedule permits.
5. What skills do you have that would be an asset to the position? I am a people person. I have been blessed with good communication skills along with empathy to the point I feel what a person feels very deeply. I have the ability to communicate well along with active listening, which means listening to hear not just to respond. I teach adult learner and have been very successful with by being open with all they need, the ability to pivot if needed and keep them engaged by simply being me.
6. What are your major strengths in the areas of leadership, communication, and diplomacy? With the job I am now I am part of the leadership of the company. I have an associate degree in Customer Service, and for Life Management both through my job. I am able to make decisions and reason with others to point them in the right directions. I am also capable of hearing all sides unbiased and remain neutral and come to an amicable solution for all involved.
7. A Lay Delegate is expected to represent the views of the congregation. If elected, how will you go about determining the views of the congregation? By spending 1:1 time with the congregants and keeping my eyes and ears to my surroundings. Also, by "putting love in action" with a friendly face.
8. Demonstrate a time that you were able to put your personal preferences aside to represent the views of others (i.e., company, group, or associations)? Please explain the outcome. This happens daily in my field. I work with a variety of individuals with different backgrounds. That includes colleagues and client where I am able to resolve conflict and remain professional in all instances.
9. Describe the congregation (RMCC) you will be representing if elected as a Lay Delegate?  
A beautiful rainbow of Gods children. A very diverse community that brings many talents, resources, and gift to share with others. A place where you are always welcome and not just because you fall under the "gay rainbow," inclusive to all.

10. If elected to serve as a Lay Delegate, how would you want your tenure to be remembered by the congregation at the end of your term? Being the person that "heard" what a person says and helping through it in any way I can. Being there for all, not just some.

205 West 11<sup>th</sup> Street, Houston, TX 77008-6320

Office: 713.861.9149

www.ResurrectionMCC.org

Name: Ruth Ann Watten

Date: 10/14/23

Duration of Membership at RMCC: 13yrs.

Occupation: Partner Specialist  
Loan Officer

The information you provide on the following pages will be reproduced exactly as it appears here in the distribution in the congregational packet. **Do not alter this application.**

1. Why do you wish to be considered as a nominee for a Lay Delegate position?

I want to serve my church to lead our congregation  
I want to be here for the future LGBTIQ LOVING CHRISTIAN

2. Lay Delegates are considered leaders of the church; how do you ensure your leadership stays fresh and exemplifies the vision, mission, and direction of the church?

By SERVING w/ the worship arts (GE, MISS CHOIR, & CHIMES CHOIR,)  
Bringing energy, visibility, WORSHIP through music

3. Beginning with most recent activity, list up to six (6) of your current and past church ministries/volunteer activities at Resurrection MCC and other churches or community organizations (boards, committees, etc.)

Church/Community Organization Name	Length of Service	Responsibility
Friday Night Out 45 South	1yr 5mos.	Building community after COVID → 19 Creator Host in 2020 Friday of the mo. at a local Rest- urant
Gospel Ensemble	2yrs	Ministering inside & outside the church through song
Chimes Choir	10mos.	Chimes Ministry & Recruiting
Drag Bingo	SINCE 2022	Drag King - Fundraiser, Sat. P. Luncheon, Clean-up
Concierge Desk	10yrs	GREETING New Visitors w/ HOSPITALITY & ANSWERING QUESTIONS
Usar	5yrs	Guided VISITORS INTO & OUT THE CHURCH WELCOMED VISITORS TO COMMUNION

4. What is your current commitment regarding stewardship of time, talents and finances?

LA CASA DE TODOS 3mos Christmas Cantata Program.  
Jubilee Theater - 6yrs. Gordian Lives, MAMBO YA LIAMO,  
Southern BAPTIST SISTERS,

What skills or qualities that would be an asset to the position?

COMMUNICATIVE, COMMITTED TO SERVE, LEADER, HONEST, ACCURATE, ENERGETIC, LIKABLE

6. What are your major strengths in the areas of leadership, communication, and diplomacy?

GOOD SPEAKER, HONEST, ANSWER ALL QUESTIONS IF NOT WILL FIND OUT THE ANSWER, ACCOUNTABLE, AVAILABLE, LISTEN TO ALL SIDES PRIOR TO VOTING

7. A Lay Delegate is expected to represent the views of the congregation. If elected, how will you go about determining the views of the congregation?

MEET WITH ALL PARTIES, LISTEN, BRIDGE PEOPLE TOGETHER FOR COMMON GROUND, DETERMINE THE BEST FOR MCCC

8. Demonstrate a time that you were able to put your personal preferences aside to represent the views of others (i.e., company, group, or associations)? Please explain the outcome.

RMCC - GE BLACK HISTORY WAS BEING CANCELLED YEARS AGO BECAUSE IT DIDNT INCLUDE ALL PEOPLE OF COLOR. GE CHORUS, REV. VICKEY STAYED WITH IT WAS NEEDED

9. Describe the congregation (RMCC) you will be representing if elected Lay Delegate?

RMCC - HOUSTON STILL HERE

10. If elected to serve as a Lay Delegate, how would you work to ensure to represent the congregation at the end of your term?

THAT I MADE A DIFFERENCE FOR OUR FUTURE OF MCCC / RMCC

SERVING AND HELPING PEOPLE IN OUR COMMUNITY -

## Resurrection Metropolitan Community Church

Annual Congregational Meeting

Sunday, November 13, 2022

~Minutes~

- I. Establish a Quorum: 58: present Zoom registration 12.
- II. Call the Meeting to Order: Connie Wright
- III. Opening Prayer: Connie Wright
- IV. Consideration of the Agenda
  - A **Motion to approve the agenda** by: Zee Broussard Seconded by: Manuel Diaz Vote: For: 56 Against: .Q.
- V. Nominating Committee Report: Co-Chairs: Lilly Chu and Van English
  - A Presentation of the Slate of Candidates for Board of Directors  
Cathleen Sheil-Hopper  
Billy Ray Priest  
Raymond Turner
  - B. **Motion to elect the slate of recommended board members:** by: Lily Chu Seconded by: Claire Sebesta Vote: For: 58 Abstain: .2.
  - C. Presentation of the Candidates for Lay Delegates  
Robert Sliepka  
Claire Sebesta
- D. **Motion to elect recommended Lay Delegates** by: Kedric Brown Seconded by: Tom Beauchamp Vote: For: 58 Against: 1
- VI. Clerk Report - Sharri McGlaughting
  - A **Motion to approve minutes-2021 Congregational Meeting (ACM) and Other reports** by: Wallace Wayne Wiggins Seconded by: Zee Broussard Vote: For 58: Against: 1
- IX. Other Reports
  - A Board of Director's Report - Jackie Marshall
  - B. Lay Delegates Report - Robert Sliepka
  - C. Ministry Report - Rev. Troy Treash
  - D. Interim Associate Pastor Report - Rev. Denise Junious
  - E. Bylaws Committee Report - Did not meet in 2022.
- VIII. Treasurer's Report - Douglas Perkins
  - A **Motion to approve the 2023 Budget** by: Lily Chu Seconded by: Claire Sebesta Vote: For: 59 Against: 1
- XI. Announcements - Recognition of Retiring Board Member Appreciation: Robert Amidon
- XII. Closing Prayer: Rev. Elder Troy Treash
- XIII. Adjournment
  - A **Motion to Adjourn the meeting** by: Lily Chu Seconded by: Claire Sebesta Vote: For: 52 Against: .2.

# **Resurrection MCC Financial Update**

**November 5, 2023**

**Doug Perkins  
Treasurer**



## Year-to-Date October 15, 2023

2022 Income	Budget	Actual	Variance
<b>General Tithes &amp; Offerings</b>	<b>\$529,695</b>	<b>\$479,681</b>	<b>(\$50,014)</b>
<b>Fundraising</b>	<b>\$35,750</b>	<b>\$24,521</b>	<b>(\$11,229)</b>
<b><u>Misc. Income</u></b>	<b><u>\$131,926</u></b>	<b><u>\$124,178</u></b>	<b><u>(\$7,748)</u></b>
<b>Total Income</b>	<b>\$697,371</b>	<b>\$628,380</b>	<b>(\$68,991)</b>

**General Tithes & Offerings** includes online giving, check/cash/credit card donations, Casa de Todos

**Fundraising** includes GE Concert, Easter/Anniversary, AIDS Walk, Drag Bingo, Meet Me at the Manger

**Misc. Income** includes Big Tex Bingo receipts, monthly rentals, event rentals



## Year-over-Year Comparison

Actual Income	<u>2021</u> 10/17/2021	<u>2022</u> 10/16/2022	<u>2023</u> 10/15/2023	Variance 2022 vs 2023
Tithes/Offerings	\$526,037	\$525,074	\$479,681	(\$45,393)
Fundraising	\$30,970	\$32,669	\$24,521	(\$8,148)
Misc. Income	\$116,003	\$131,741	\$124,178	(\$7,563)
<b>Total</b>	<b>\$673,010</b>	<b>\$689,484</b>	<b>\$628,380</b>	<b>(\$61,104)</b>

- 2021 Misc. Income **EXCLUDES** approx. \$163k PPP and additional large payments by Big Tex Bingo
- 2022 Fundraising **EXCLUDES** \$61,340 (YTD) for Activities Building Phase II and **EXCLUDES** \$54,290 for 51<sup>st</sup> Anniversary Gala and Festival
- 2023 Fundraising variance is driven by few Easter/Anniversary gifts

<b>Fund Balances</b>	<b><u>2023</u> 10/15/23</b>
<b>Alpha Endowment</b>	<b>\$34,622</b>
<b>Benevolence Funds</b>	<b>\$6,179</b>
<b>Bookstore</b>	<b>\$531</b>
<b>Project Fund</b>	<b>*\$915</b>
<b><u>General Operating Fund</u></b>	<b><u>\$28,938</u></b>
<b>Total of all Fund Balances</b>	<b>\$71,015</b>

\* Third payment of \$45k made from Project account on 10/9/2023 for Activities Building Phase II (Ramp, Roof, Walls, Paint). Remaining balance is \$9k.

## Mortgage Interest Rate Adjustment Frost Bank

	<b>Previous Mortgage 2016</b>	<b>Revised Mortgage August 2021</b>	<b>Update October 2023</b>
	<b>15 Year Term</b>	<b>11+ Years Remaining</b>	<b>9 Years Remaining</b>
<b>Interest Rate</b>	<b>5.99%</b>	<b>3.69%</b>	<b>No Change</b>
<b>Mortgage Balance</b>	<b>\$950K</b>	<b>\$721K</b>	<b>\$657K</b>
<b>Monthly Payment</b>	<b>\$8,100</b>	<b>\$7,118</b>	<b>No Change</b>

**RMCC will be mortgage free on October 18, 2032**



# **Resurrection MCC**

## **Proposed 2024 Budget**

**November 5, 2023**

**Doug Perkins**  
**Treasurer**



## **Annual Budget Committee Members**

**Sharri McGlaathing**

**Edward Domingue**

**DeJuana Jernigan**

**Raymond Turner**

**Dr. Tricia Phillips**

**Robert Amidon**

**Doug Perkins**



<b>Proposed 2024 Income Budget</b>	<b>\$</b>	<b>%</b>
General Tithes & Offerings	\$646,860	72.6%
Fundraising	\$67,450	7.6%
<u>Misc Income</u>	<u>\$177,183</u>	<u>19.9%</u>
<b>Total 2024 Operating Income</b>	<b>\$891,493</b>	<b>100.0%</b>
Capital Improvements *	\$125,000	
<b>Total 2024 Projected Income</b>	<b>\$1,016,493</b>	

**2023 Operating Income Budget was \$926,889**

**\* Capital Improvements funds will not be spent unless raised**

<b>Proposed 2024 Expense Budget</b>	<b>\$</b>	<b>%</b>
<b>Total Salaries/Benefits &amp; Stipends</b>	<b>\$395,136</b>	<b>44.3%</b>
<b>Mortgage Principal and Interest</b>	<b>\$85,415</b>	<b>9.6%</b>
<b>Insurance</b>	<b>\$76,206</b>	<b>8.5%</b>
<b>Worship, Spiritual Dev., Connections, &amp; Outreach</b>	<b>\$75,097</b>	<b>8.4%</b>
<b>Utilities</b>	<b>\$72,954</b>	<b>8.2%</b>
<b>Equipment Leases and Office Expenses</b>	<b>\$56,410</b>	<b>6.3%</b>
<b>Campus Services &amp; Operations</b>	<b>\$56,242</b>	<b>6.3%</b>
<b>Building Maintenance &amp; Repairs</b>	<b>\$53,034</b>	<b>5.9%</b>
<b><u>UFMCC Denomination Tithes</u></b>	<b><u>\$21,000</u></b>	<b><u>2.4%</u></b>
<b>Total 2024 Expense Budget</b>	<b>\$891,493</b>	<b>100%</b>

## Needed Repairs & Wish List

Repair/Item	Need	Cost
Build-out	Rental income	\$17,000
Kitchen hood	Safety/Code	\$40,000
Roof Repair	Leaking roof	\$40,000
2 room AC replacements	Aging units	\$12,000
AC unite #11 compressor	1 of 2 failed	TBD
A/V tech upgrade	IT/AV update	\$17,000
Sound panel replacement	IT/AV update	\$12,000
Sanctuary speakers	IT/AV update	\$20,000
Dimmers packs	IT/AV update	\$7,000
Major IT upgrade	IT/AV update	TBD



General Offerings	Avg Weekly Attendance	Avg Weekly PPG	To Achieve 2024 General Giving Budget of <b>\$646,860</b>
As of 10/15/23 (41 Weeks YTD)	221	\$ 51.14	
If Maintain 2023 Weekly Attendance in 2024 (52 Weeks)	221	\$ 56.29	<b>Requires Weekly Giving increase of 10%</b>

# Highlights of 2024 Budget

## ➤ Income

- Budget expectation for Tithes and Offerings reduced 4%
- Fundraising not growing much due to lack of project leads
- Campus leases/rentals continue to generate needed cash

## ➤ Expenses

- Lowered annual UFMCC tithe rate to 2.5% from 5% (\$21,000)
- Some salary and work hour adjustments needed
- Casa de Todos will move to the Chapel (no A/V support)
- Provided buffer for negotiation of new Senior Pastor salary
- Made provisions for increased costs for insurance & utilities
- Cost of Building Repairs will likely exceed the budget

## RESURRECTION MCC BOARD REPORT

### 2023 ANNUAL CONGREGATIONAL MEETING

The past year has been an exciting time at Resurrection Metropolitan Community Church! A majority of financial expenditures outside of regular operations focused on Activities Building updates. The Board authorized work to begin in February and through spring and summer the following updates occurred:

- The foundation was leveled and reinforced,
- The exterior walls were repaired, power washed, tuckered, pointed, and painted,
- The entrance was replaced with an ADA compliant entrance,
- Some kitchen equipment was replaced to allow us to acquire interior fire certification,
- AC repairs allowed us to heat and cool the space, more efficiently,
- Through volunteer efforts, the interior has been repainted.

In March, we celebrated Rev. Troy Treash's 10-year anniversary with Resurrection. Rev. Troy made it clear to the Board early this year that he intended to retire, at the latest, in June of 2024. Proactively, in May, the Board appointed a Pastoral Search Committee to begin the search for a new Senior Pastor. They've been doing exceptional work and are awaiting the return of applicant packets. Please keep them, and our next Senior Pastor, in your prayers for calling and discernment.

In June, RMCC Sponsored a table at the HRC Gala, and 14 of our members and friends were able to attend. That same month, Resurrection marched in the Pride Parade with a walking contingent of around 50 folks.

On July 5, 2023, Rev. Troy let the Board know that his last day would be August 31, 2023. The Board met that evening at the church to discuss our next steps. Our initial goals were to clarify lines of communication, determine how best the Board could support the congregation and specifically the Executive Team, and to research opportunities for an Interim or Gap pastor.

On July 9th, Rev. Troy announced his retirement date to the congregation during his sermon, and the Board followed up with a reassurance that we were ready to work with the Executive Team through the transition and researching interim pastoral leadership.

On July 23 the Board met with the Executive Team to determine how best we could support them in this interim time.

On July 25, the Board met via Zoom with UFMCC representatives Rev. Cathy Alexander and Rev. Dexter Brecht of the office of Church Support and Development. The meeting was to discuss options concerning interim or gap leadership. Rev. Alexander indicated at that time that there was a highly qualified individual that might be willing to come out of retirement and serve as our Gap Pastor. She made it clear that it was almost unheard of to find someone this qualified and willing to serve on such short notice. Having asked our questions and for their recommendations, the Board took a few days to research this individual.

On July 30, the Board met again to discuss our options, and to weigh the pros and cons of hiring a Gap Pastor. The Board decided unanimously to offer our Gap Pastor position to Rev. Dr. Candace Shultis and agreed upon those parameters.

On August 3, a subcommittee of the Board met with Rev. Candace, Rev. Alexander and Rev. Brecht, and an offer was made. On August 4, Pastor Candace replied in the affirmative, and contracts were signed via DocuSign. Praise God, on September 10, 2023, Pastor Candace began her position as Gap Pastor.

Throughout the year, general tithes and offerings have fallen short of our financial needs. The Board came to the congregation in the months of June and July asking for increased monthly tithes and additional gifts. You responded with generosity, and yet our expenses still exceed our income. At the September meeting, the Board of Directors made the decision to combine both our annual Meet Me at the Manger Campaign, and a Stewardship drive. Through the Advent season, Pastor Candace will lead us in learning and embracing what it means to feel the joy of generous, committed giving from a place of gratitude.

For your Board of Directors to plan and fund the essential, life giving, and lifesaving ministries of Resurrection MCC, we must have a large part of the tithes and offerings in the form of consistent monthly electronic giving. Our goal will be to reach 50 percent of next year's expense budget in committed (recurring) electronic giving. Please consider your current method and amount of giving. If you have not already, please consider giving a percentage(%) of your income monthly online. If you already do give consistently online, please consider increasing your giving. You can give by direct ACH debit, or credit card. This is a big goal, but it is so critical to this Christ-centered ministry. Should you have any questions or need any assistance, please reach out to Terry Zenn, or ANY Board member, and we would be happy to help you.

This is such an expectant time in the life of Resurrection. The scent of change is in the air, and the excitement of growth and new ministry is on the horizon. The Board is so very thankful for Pastor Candace's leadership and wisdom. We look enthusiastically to the future - the coming of the Christ Child and the calling of a new Senior Pastor. We want to thank YOU for your generosity, your willingness to serve, and your continued faithfulness to our Mission - to Demonstrate God's unconditional love to all people through Christ-like Action, AMEN!

Respectfully Submitted,

Jackie Marshall  
Vice Moderator, Board of Directors

**Resurrection MCC**  
**2023 ACM Senior Pastor's Report**  
**Rev. Troy Treash, Retired**

My final season at Resurrection, I continue to be amazed by the commitment, energy, passion, faithfulness, and generosity of our people. Indeed these 10+ years, together we have walked a path together negotiating all the complications of a faithful journey in a complicated world. Just to briefly name a incomplete list: Organizing and winning the HERO (Houston Equal Rights Ordinance) effort only to have it later repealed; organizing and leading marriage equality protest and then celebrating actual marriage equality with a community-wide Big Texas Legal Wedding; organizing and hosting the interfaith worship response to the Pulse Club mass shooting with our We Are Pulse pride parade witness; engaging the challenge of Black Lives Matter as weekly videos of violence against and execution of young unarmed black persons kept coming including a community witness and vigil for George Floyd; restructuring our worship, witness, presence, and technology with the best information available on the COVID pandemic even as we experienced the death of our beloved associate pastor Rev. Vickey Gibbs;

And in the middle of all that Hurricane Harvey flooded our sanctuary building, and you and our community joined talents to not only restore our campus but other homes affected as well. We found respite in the Activities Building--our much neglected "ark." In faithfulness--after we confirmed the good bones of the Activities Building with and engineering report--over several years, we raised additional funds to make repairs: asbestos abatement, new boiler, foundation repair, new kitchen A/C, new roof, exterior wall repaired and painted, interior walls painted, and an actual accessible entry ramp. And don't forget the new Gibbs Children's Center roof, A/C units, and expanded playground. If you think far enough back, you will remember the plywood on the stained-glass wall in our "steeple" section that was finally repaired featuring a stained- glass cross that matches the one in our balcony. This was good stewardship, good hospitality, and generosity at its best.

Less visibly, before our improvements began, your board of directors and teams of Resurrection folk exhaustively explored other locations and what that would mean for our ministry, sharing our campus with a ministry partner, and even selling a portion of our property for improvement funds from an interested investor. Ultimately the decision was to stay in place and do a better job of taking care of 2025 W. 11<sup>th</sup>. This campus is a good investment and will only increase in value.

As my retirement came into view more clearly and eminently, your board and staff sought to make sound plans for a smooth transition. I intentionally released managing our teams into the hands of our very capable full-time, part-time and nonpaid staff.

Director of Operations, Terry Zenn capably leads our Operations Team (sometimes known as the Executive Team), overseeing our campus calendar and needs (Ken Thompson), our ministry event proposals (Georgette Monaghan) and database (Rhea Jared), financial budgets and donor receipts (with board treasurer, Doug Perkins), and Communications/IT needs (Suzette Cotto).

Associate Pastor, Rev. Denise Junious's good work the pastoral care ministry teams and leaders, bringing in Rev. Mona to support the effort, along with Rev. Denise's great care in launching our new deacon's program at Resurrection has expanded significantly our ability to care for our people and offer spiritual programming. Rev. Denise was also the prime organizer of our most recent strategy discussions, Dreaming Forward. I am so thankful she said yes to joining our staff part-time in our time of need and moved from "interim" to associate pastor.

Director of Worship Arts, Cassandra White continues to coordinate our worship experience including musicians, directors, and volunteers (Joel Hammett, Kedric Brown, Patti Rabaza, Terry Hay, etc.) and our tech team for in-house and online production (Leon Moody, Bradley Gowers, Taylor Cotto, Fred Huebner, Connie Wright, Ken Thompson, etc.).

I am so grateful that the RMCC board's efforts with the denomination succeeded in matching Rev. Elder Dr. Candace Shultis (Pastor Candace) to serve in the gap season as RMCC continues its search for the next senior pastor. I know she will add value in the interim. I'm disappointed I didn't get to launch the jail ministry myself but trust someone is carrying it forward. I'm also disappointed, we never got to the place to create a better entrance for our primary entrance from the large parking lot-one where the bars are removed and the ceiling is lifted and when you drive on the parking lot you know where to go to get into the building! There will always be more to do than any one person or pastor can accomplish, but together we have done amazing ministry and you will continue to do so, because God is not through with the love in action that heals, lifts, saves, and restores. I can't wait to see what the next leg of RMCC's race reveals as you "press on to the prize."

With much gratitude from my retirement porch in Galesburg,

Rev. Troy

REPORT TO THE 2023 RESURRECTION MCC ANNUAL CONGREGATIONAL MEETING

FROM REV. DR. CANDACE R. SHULTIS, GAP PASTOR

First, I must thank you for your incredible welcome in September when I arrived for this six-month sojourn with you. And as the Annual Congregational Meeting occurs just two months into that time, I don't have a lot to report, just some musings on what I have observed and a few recommendations as you anxiously await the completion of your Pastoral Search Process and welcome a new settled pastor next Spring.

Our denomination is in the process of dreaming about the future of MCC. I watched a video from our Moderator, Rev. Elder Cecilia Eggleston, in which she shared the results of the USA Fact Survey which included 350,000 congregations from more than 800 different faith organizations, including MCC. They discovered nine marks of vibrant, spiritually vital, and growing churches. These were:

1. A clear and compelling vision
2. Congregations which are innovative and open to change
3. Congregations are active in their local community
4. They possess strong leadership
5. They offer vibrant, spirit-filled worship
6. They are diverse (race, age, genders, and abilities)
7. They are really good at welcoming new people and helping them become a part of the community
8. They have significant lay involvement
9. They live out their faith in everyday life and they tell people about their faith community

I see that Resurrection MCC is well on the way in a number of these marks and could utilize them all as signposts for where you could improve in order to attract and keep more people in the future.

I would make two suggestions as you look at developing a plan with your new settled pastor in the year ahead.

1. Your most recent Strategic Plan was for 2018 -2021. We all know how much the world has changed as a result of the COVID pandemic. Of course, there has been no time to think about a new Strategic Plan in 2021- 2023. You have been busy coming out of the pandemic and now searching for your next settled pastor. I would encourage you to begin this process once that person is 'settled' in.
2. I would also suggest having a Capital Reserve Study done soon. These studies can give you a plan regarding your facility especially estimated expiration dates on things like roofs, air conditioners, and other equipment. The study will also give you annual benchmarks for saving for future building needs.

I am looking forward to the next few months with you! I am sure I may have more suggestions as time goes on.

Blessings!

Pastor Candace

The work of Associate Pastor includes leadership development and life development for the congregation. Some accomplishments include preaching, teaching, assisting with bringing in guests, planning Sunday worship series, and ensuring that we are meeting the spiritual needs of our people, especially those who attend for the first time. The work also includes officiating weddings, baptisms, and memorial services.

2023 marked the beginning of our efforts to "Dream Big." We are not done yet! After reviewing the survey results of the Dreaming Forward project, we recognized the importance of community and belonging during these challenging times in our life. With these ideals in mind, we focused on creating more opportunities for our folks to come together in ways that create joy and help each person to feel loved and cared about. Some accomplishments include continuing to host Wednesday night discussion groups, a hosting a Bible studies series offered both on campus and online, the launch of the RMCC:NextGen ministry, the initiation of Line Dancing classes, and Soul Food Sunday to encourage connection for People of African Descent.

Every fourth Sunday, we now have a lay person consecrating communion. Each lay person participated in an intensive training on how to lead communion. During Lent season, we worked with the music ministry to offer congregational singing while blessing the elements.

On April 16, 2023, we commissioned a group of twelve individuals to serve as Deacons for the entire congregation and for small ministry groups. Our Deacon [REDACTED] spiritual and pastoral care needs of the entire congregation through connection, prayer, and presence. The Deacons group meets monthly on the third Sunday to discuss the ongoing needs of the congregation.

Rev. Mona Lopez, Director of Spiritual Care, participated in preaching, developed communion training for servers and lay leaders, coordinated and made hospital visits, and provided ongoing support of the Diaconate Ministry, prayer partners and spiritual care teams. Rev. Mona attends the daily noon prayer group and is the primary minister responsible for responding to prayer requests and engaging other ministers as needed.

We successfully rebranded our Young Adults Ministry, now called RMCC:NextGen in order to create opportunities for connection among individuals ages 25 - 45. While the focus is on younger adults, all of the events are open to anyone of any age group. The group hosts a meet and greet every fourth Sunday after worship service, usually in the Gathering Place, and has held several social gatherings off campus throughout the year. Additionally, RMCC:NextGen hosts workshops and seminars on topics such as Personal Financial Management, Home Buying, and Mental Health and Wellness. Currently more than fifty individuals are included in the membership group. BOD member Veronique Walker leads this group with the support of Deacon Nelda Billecas.

In late 2022 and early 2023, our American Sign Language (ASL) signers facilitated two trainings, one for beginners and other was a continuation to the immediate level. Our hope is that more of our people will connect directly with people who are deaf or have difficulty hearing. Lastly, we provided ongoing support for the Justice Ministry, Ushers & Greeters, and the Hospitality ministry. In the upcoming year, beginning in November 2023, we are working to expand the capabilities of our online ministry. The first series is called God Talk: Conversations about Faith, Society, and Self-Love for LGBTQ+ Christians. Carol Kiesling and Alex Martinez will lead this new ministry.





### OWLS (RMCC Senior Adult Ministry) 2023 Annual Report

To the Members of Resurrection Metropolitan Community Church:

The OWLS group of RMCC creates opportunities for congregants over 50 years of age to care and connect with each other while experiencing community together within the church.

The OWLS group has a registered membership in The Church Center App of 126 individuals. During 2023, 34 activities were planned for members and guests of the OWLS group. Activities have been well attended and those who attend regularly have expressed their appreciation for more opportunities to gather together. 55 of the 126 registered members have attended one or more events during 2023 and we have had 21 visitors throughout the year. There is a core of members that attends most or all of the events.

RMCC recognizes that isolation can be difficult for aging adults and this can be a greater issue for LGBTQ individuals, especially those who are single or 'single again'. The offering of many activities through the OWLS helps to build connections among church members and lessens the sense of being alone.

The OWLS activities for 2024 have been planned and are posted in The Church Center App.

I am thankful for the opportunity to serve the LGBTQ community through the senior adult ministries of RMCC.

Respectfully submitted,

Dr. Larry D. Ponder- RMCC Senior Adult Ministry Coordinator

## **RMCC:NEXTGEN Report**

Submitted by Veronique Walker

This year the Young Adults groups has been able to accomplish multiple things:

1. Created a group
2. Acquired two amazing Sponsors: Reverend Denise and Deacon Nelda
3. Named the group
4. Created a logo
5. Given two great classes: Financial class and Homebuyers class

The year is not over yet for this group. We still have one more class and multiple things to participate in with the rest of the church. Next year the goal is to continue to grow and build this younger community.

Submitted by: Gary Hudson  
**Ushers Report 2023**

*Therefore, as Gods chosen people, holy and dearly loved, clothe yourself with compassion, kindness, humility, gentleness, and patience.*

*Colossians 3:12*

Members currently serving on our ministry: Al Jasso, Albert Massey, Alexis Licata, Allison Stein, Bob Stubblefield, Connie Daley, Debby Evans, Debbie Holms, Diann Thomason, Donna Mcleod, Gary Hudson, Irene Gutierrez-Fowler, Janese Bustillos, Janice Macejewski, Karen van Amstel, Matt McCrory, Ross Shull, Tricia Phillips

Our main goal is to make ourselves available during the Sunday service and every other non-Sunday service, to serve as directed by the Pastor and the Holy Spirit. We strive to meet the needs of worshippers by being a servant to the people. Like Jesus we minister to people. We are to greet, serve, and minister to each person by our actions, words, and smile. People come to church with great needs. Our hope is to listen and be sensitive to those we serve and be a vessel of love. We offer the following:

- ~ Greet guests with a welcome and smile as they enter.
- ~ Assist guests with sign-in procedure.
- ~ Assist guests with seating. (elderly and with disabilities)
- ~ Direct the flow of traffic during Holy Communion (alter call if needed)
- ~ Pass out the bulletins or announcements as directed.
- ~ Unintrusively take and record attendance.
- ~ Pick up litter in the sanctuary at the end of service.
- ~ Ushers are to provide support for special events and services when needed.

We keep our eyes and ears open during the service to respond to any need.

Yes, we can say that we were able to achieve our ushering goals for 2023 although there is room for every improvement. Each Lead Usher volunteers for a given Sunday (i.e. 1st, 2nd, 3rd, 4th, or 5th), and is responsible for the service. For other special services such as Good Friday or Christmas Eve, we make special arrangements. Even though church members have always cooperated with us, we will always need more people to commit to this especially important ministry of the church. Just as excellent ushering can make the service most enjoyable and rewarding. In the coming year 2024, we would like to make the ushering more attractive and more spiritually rewarding and invite more people to join our committed team. We are open to suggestions from the congregants that we serve to improve and make every church service

Submitted by: Gary Hudson  
**Ushers Report 2023**

extremely rewarding. Ushering is a very noble role during a church service because it is the gateway to the spiritual life of the church.

# Resurrection's Social Justice Ministry - 2023

by Bob Stubblefield

Resurrection MCC Social Justice Ministry's mission is to promote justice, fairness, equality, and the dignity of people - by engaging and training faith and community members to effectively act together to achieve long term resolution to serious community problems impacting our families and neighbors. The Justice Ministry meets every 3rd Monday and invites all to register to attend a meeting, to share your story or invite people from your neighborhood or workplace to share their stories. These meetings are vital to helping us affect change and do justice for our community.

**Earth Da Film Screening** - April 15<sup>th</sup> - Gathering Place - "*Current Revolution- A Nation in Transition*" - A series of short films from the American Resilience Project exploring the transition from fossil Fuels to renewables with a focus in national security, economic prosperity and environmental justice.

**Walk to End HIV** - Sunday March 5<sup>th</sup> - We laced up our sneakers to join the walk to End the Epidemic of HIV and raise funds to assist those impacted by HIV in the Greater Houston Area. Resurrection MCC's AIDS Benevolence Fund was once again a beneficiary of a portion of the proceeds raised. Resurrection's AIDS Benevolence Fund is a stopgap for those impacted by HIV. By contributing to Resurrection's Walk Team, donors helped to ensure the continued success of the AIDS Benevolence Fund's mission, which provides financial assistance for rent, utilities, medical expenses, nutritional and other support services to those living with HIV and their caregivers.

**Houston Advocac Da Event** - March 11<sup>th</sup> - Equality Texas' Miranda Woods and RMCC's Social Justice Ministry held an Houston Regional Advocacy Day Event in the Gathering Place to inform Houstonians about the over 140 anti-LGBTQ+ bills filed during the Texas 88<sup>th</sup> Legislative Session. This training provided attendees with an update on the current state of LGBTQ+ Equality in Texas and at the State Legislature. Training included tips for providing testimony at the Capitol, how to meet with lawmakers, and ways to plug in to advocacy actions at the Capitol.

**ALL in for Equalit Advocac Da -Texas State Ca.e itol** - March 20<sup>th</sup> - Along with Equality Texas, the Transgender Education Network of Texas, Texas Freedom Network, ACLU of Texas, Lambda Legal and the Human Rights Campaign, Members of RMCC's Social Justice Ministry met with state policymakers to discuss some of the most important issues that impact LGBTQIA+ Texans.

**HIV Advocac Da - Texas State Ca.e itol in Austin** - March 27, 2023 - Members of RMCC's Social Justice Ministry met with state policymakers to discuss some of the most important issues to the HIV Community including HIV treatment and prevention, HIV Education, Reproductive Justice, HIV criminalization, and funding for the AIDS Drug Assistance Program.

**Interfaith Ca.e itol Pra er Vigil - Texas State Ca.e itol** - Social Justice Ministry members joined Texas IMPACT and the Queer Alliance of Austin Presbyterian Theological Seminary for an all-day interfaith prayer vigil at the Capitol Rotunda to encourage and support LGBTQIA2S+ Texans in the face of House Bill 1686 and Senate Bill 14, which threatened to deny healthcare to trans youth.

**Volunteer De.e u !y Voter Registrar Training** - June 29<sup>th</sup> Training to designate individuals to assist in the registration of eligible persons to vote.

**Voting 101 Election Event** Sept 30<sup>th</sup> - the Justice Ministry & Harris County Elections Outreach Team for RMCC's held a Voting 101 Event in the Gathering Place to present information relation to what's on the ballot, assisting one in making a plan to vote, ensuring ones Mail-in Ballot is counted & a presentation on changes in Texas election laws.

**Statement of Process and Progress**  
**Pastoral Search Committee**  
**Resurrection Metropolitan Community Church**

**October 24, 2023**

In the spring of 2023, shortly after marking his tenth anniversary as Senior Pastor of Resurrection MCC, Reverend Elder Troy Treash announced his intention to retire by July 2024. The Board of Directors of RMCC thus initiated the process of forming a Pastoral Search Committee (PSC), appointing Board members Sharri McGlaughting and Raymond Turner to manage the formation. From the entire membership, applicants were sought, vetted, interviewed, and offered seats on the Committee. Those who accepted the appointments held their inaugural meeting on May 24, 2023, during which they decided upon their specific roles. Thus, the Pastoral Search Committee comprises Co-Chairs Raymond Turner and Bill Russell; Clerk/Recorder Terry Talley; Communications Specialist Van English; Parliamentarian Diann Thomason; and Members at-Large Sharri McGlaughting and Adan Garcia.

The PSC began meeting weekly, reviewing previous RMCC pastoral searches, collateral documents, and the results of the most recent congregational survey, as well as creating a list of potential applicants for the open position of Senior Pastor. In the interest of transparency, the PSC created content for its on Web page attached to the RMCC site; this page contains updates and FAQs relevant to the pastoral search process.

Over the summer, the PSC designed the search process using congregational survey results and relevant portions of the most recent pastoral search, rendering the entire process electronic, thereby eliminating the need for expensive printed materials and their mailing costs. In like manner, all materials from applicants must be received electronically.

In tandem with designing and implementing the search process, the PSC received the news that Reverend Treash had accelerated his retirement timeline and that August 31, 2023, would be his last day as Senior Pastor at Resurrection. With all materials and procedures already in place, the PSC launched its process on August 7, 2023, sending the Invitation to Apply to more than 60 recipients, with an application deadline of November 1, 2023, and a projected start date of February 2024.

Some of those recipients declined the invitation, some did not reply, some accepted the invitation and informed us right away and/or in follow-up conversations that they are working on their applications.

Currently, the PSC has its applicant screening and evaluation process in place and is receiving and reviewing applications as they come in.

Should you have any questions of a general nature about the Pastoral Search Committee and its processes, please review our web page or send an email to [pastoralsearch@resurrectionmcc.org](mailto:pastoralsearch@resurrectionmcc.org). We trust you to understand that we cannot discuss certain specific information, such as the names of applicants, as we have promised them that this process will be completely confidential.

With an open invitation to remain in prayer with us, we thank you.