



**Annual Congregational Meeting
Eliot Unitarian Chapel
May 21, 2023**

AGENDA
ANNUAL CONGREGATIONAL MEETING
May 21, 2023

I.	Opening of meeting – Claire Wyneken	12:00
II.	Reading of Congregational Covenant – Toni Saunders	12:03
III.	Statement of Quorum – Kalen Ponche	12:06
IV.	Adopt Meeting Rules	12:08
V.	Approval of the Consent Agenda	12:10
	1. Approval of Agenda	
	2. Approval of Minutes of 2022 Annual Congregational Meeting	
	3. Election of Bob Becker to Board of Trustees – 3-year term beginning July 1, 2023	
	4. Election of Rebecca Taylor to Board of Trustees – 3-year term beginning July 1, 2023	
	5. Election of Sue Bell as Treasurer to the Board of Trustees – 2-year term beginning July 1, 2023	
	6. Election of Ann Marie Hutson to Nominations Committee – 1-year term beginning July 1, 2023	
	7. Election of Dr. Toni Saunders to Nominations Committee – 1-year term beginning July 1, 2023	
VI.	Statement of Outgoing Board Chair – Claire Wyneken	12:15
VII.	Minister’s statement – The Rev. Doug Wadkins	12:25
VIII.	Presentation of Budget Information – Susan Bell	12:35
	1. Questions regarding Budget	12:45
IX.	Transfer of the gavel to the new Board Chair – Sara Fleming	12:55
X.	Statement of Incoming Board Chair – Sara Fleming	1:00
XI.	Comments/Questions from the Floor	1:10
XII.	Adjourn	1:30

Congregational Covenant for Eliot Unitarian Chapel

We, the congregation of Eliot Unitarian Chapel, learning from our past and forging a new path together, make this covenant:

- We will be open and honest in our governance and in our interactions with one another.
- We will recognize and celebrate our differences, and not be surprised when we disagree.
- We will regard our diversity as an opportunity to learn from one another, and let our differences inspire discourse, not division.
- We will be kinder to one another than we have to be.
- We will remember that this covenant, like our community, is a work in progress. We will live these principles by promising:
 - To listen fully to each other, with open mind and heart.
 - To be sure we understand the other person's point of view before responding with our own.
 - To talk over differences in opinion with each other directly, openly, and respectfully.
 - To speak clearly of our own experiences, and to propose our own solutions.
 - To seek out, personally and actively, complete information about issues of importance to us.
 - To share our opinions responsibly and respectfully, choosing an appropriate time, place, and person(s).
 - To recognize and honor in each other the good intentions and motivations that lead us to speak up in our church.
 - To focus our communication on finding ways to improve our church for all members and friends.
 - To follow these promises in all forms of communication: one-on-one, in groups, in person and electronically.
 - To greet newcomers warmly and welcome them to our church with interest and empathy.
 - To remind ourselves and each other of these promises, regularly and gently.

MEETING RULES

Your Board of Trustees recommends that the following rules be adopted for the duration of this meeting:

- That we follow Robert's Rules of Order;
- That we limit discussion of any agenda item to no more than 10 minutes, unless a majority of the members vote for an extension, each extension to be no more than 5 minutes;
- That all speakers will identify themselves by name prior to speaking;
- That we have a limit of two minutes per turn at the microphone, with a maximum of two times at the microphone per person;
- That a member will not speak a 2nd time until all those wishing to speak have done so; and
- That we will listen to each other respectfully and in a spirit of fellowship.

The congregation will be asked to approve the rules.

Eliot Chapel Proxy Voting Rules for 2023 Annual Meeting

1. As authorized by Article IV, Paragraph H of Eliot Unitarian Chapel's bylaws, a Member (as defined in our bylaws) may appoint a proxy to vote or otherwise act for the Member. A proxy is appointed by the Member signing an appointment form (attached) either personally or by an attorney-in-fact.
2. An appointment of a proxy is effective when received by the Board Secretary. An appointment under these rules is valid for the period expressly provided in the appointment form.
3. The death or incapacity of the Member appointing a proxy does not affect the right of the Eliot Unitarian Chapel to accept the proxy's authority unless notice of the death or incapacity is received by the Board Secretary before the proxy exercises authority under the appointment.
4. A proxy holder must be a Member of Eliot Unitarian Chapel as defined in our bylaws.
5. A proxy must be submitted to the Board Secretary no later than 72 hours before the 2023 Annual Meeting's scheduled start time. Proxies may be submitted by (a) email to *boardsecretary@eliotchapel.org*; (b) US Postal Service; or (c) hand delivery to the Eliot Unitarian Chapel Front Office. Date and time of submission shall be determined by receipt by the Board Secretary.
6. These Proxy Voting Rules shall apply to all future Annual and Special Meetings called by the Eliot Unitarian Chapel's Board of Trustees unless otherwise directed by resolution of the Board.

Draft Minutes of Eliot Chapel Unitarian Annual Meeting
Sunday, May 15, 2022
In-person and via zoom

*These minutes will be considered for approval during the May 2023 annual meeting

The Chair of the Board of Trustees, Steve Harvey, called the meeting to order at 12:37 pm.

The Chair went over the agenda and covered several housekeeping items.

The Chair announced that David Cox would serve as Parliamentarian for this meeting.

Review of the Congregational Covenant

Board member Toni Saunders read our congregational covenant.

Statement of Quorum

Board treasurer Sara Fleming reminded the membership of the quorum requirement in the bylaws. As 489 people are officially members of Eliot Chapel, a minimum of 49 or 10 percent of the membership must be present. She reported an attendance of 77 participants in today's meeting, sufficient to establish a quorum.

Adoption of the Meeting Rules

The Chair asked if there were any objections to the adoption of the meeting rules. As there were Corinne Esault asked about adding in discussion of the interim minister, summer services and Krista Taves plans moving forward. Steve Harvey agreed to add in time for questions and answers to the agenda. The agenda and rules were adopted unanimously.

Board Chair's statement

Board Chair Steve Harvey noted that this year has been eventful at Eliot with the transitions back and forth from virtual church to in-person church, with Rev. Barbara announcing her retirement, the resulting quick process of hiring an interim minister and lots of financial and programming discussions.

The Chair remarked that our church is smaller, about $\frac{2}{3}$ of the size we were not too long ago. At the same time, the church has had several visitors and some new members as well. The Chair said we should soon know who the interim minister will be and noted that there is a shortage of interim ministers and a surplus of openings for ministers. He noted that we have three great choices for interim minister ahead of us. The Chair also noted that Rev. Krista will remain with Eliot Chapel next year at half-time capacity and the interim will be a full-time minister so Eliot will continue to be served by 1.5 ministers next year, as it has this year. As to the budget, the Chair said the board made some hard decisions and chose a middle path that includes some reductions in staffing to reduce expenditures and a plan to dip into long-term savings.

Lead Minister's Statement

The chair gave the floor to Rev. Barbara Gadon, Lead Minister.

Rev. Gadon offered many thank-yous. She referred to Steve as Dr. Fun and said he has been so good. She appreciates how closely he worked with Chair Elect, Claire Wyneken. She said she cannot stress how hard the board has worked this year and said she is working to bring people to speak through late July and will coordinate with the interim minister for the weeks to follow. She praised the staff for having to plan in small, six-week chunks and thanked Ken Denson and Christie Lee for their hard work. She thanked Sara Price for her time at Eliot and for introducing us to Adam Hausman, who is now the music director.

Old Business

The chair noted that the agenda contained no old business.

Finances

The chair turned the floor over to Sara Fleming, Treasurer, for discussion on Eliot's finances. Camille Novak held a detailed budget presentation a few days earlier and Sara mentioned this would be a higher-level overview of the budget for this group.

Income is expected from pledges, modest rental fees at a total of \$647,650.

Expenditures include: Salaries and benefits: \$650,000 that keeps staff at current rates with changes mentioned, programming costs \$22,000, operating expenses.

The budget makes assumptions about the percentage of pledge commitments which will materialize. It also assumes revenue from Eliot Eats fundraisers \$15,000, Trivia Night and Madrigal \$17,000.

The church plans to ask the congregation for additional money in the fall. The budget includes a plan to raise \$60,000 at that time and also use endowment dividends, use \$50,000 in endowment funds and use \$55,000 from the Bergfried fund.

Questions-

Madelyn Harris asked: Is there data to suggest we can raise \$60,000? Have we done second asks before? *Rev. Barbara answered that the church did do a second ask in the past and got more than we needed.*

Kate Macgrathe said: I'm concerned because of the history of what's been done before? How will we pay back whatever you borrow from Bergfried?

Realistically it will take us 2-3-5 years to get back the deficit. The plan is to pay it back. We are borrowing from ourselves, essentially.

Corinne Esnault: The Bergfried corpus is at \$200,000, supposed to be kept at \$100,000 minimum.

The corpus will be the last to be tapped into if we need more cash.

Trish Williams: I'm hearing two different sets of words - using vs borrowing from endowments. The pledge document said using endowment dividends, not borrowing. The lot next door is still an expense? *The \$40,000 mortgage for the lot and this building is an annual cost.*

Rev. Barbara said the bylaws tell us we may not borrow. We can use funds from the endowment. For purposed that it was created for– things that threaten the health of the church. We treated it as borrowing. Will the money be returned to the endowment fund? No this does not obligate them to.

Jennifer Stauber asked why \$205,000 in cash equity? Can we spend up to \$205,000 to remove the need for endowments? *Ken D - We got a government bail out through a PPE loan*

Tim Gardner asked about potential income from hosting outside meetings throughout the week. He also expressed concern about using money from the endowment corpus and mentioned that this is a violation of the expectations people have when they give money to an endowment. He said that our current state should not count as an emergency and suggested that we might need to feel the financial constraints we are in.

Ann Ruger asked whether the board has had a question of whether we should sell the land? How do we bring that to you for consideration?

Steve Harvey said that selling the 222 property and selling the Bergfried are possible but those are things we are going to try to avoid.

Sara Fleming said we have had this discussion. We didn't come to this budget lightly, the staff put a lot of time and work into this. Like Steve said you can only sell the property once, when it's gone it's gone.

Gary Gray- We are out of order on the rules. There's no use in approving rules if you don't stick to them.

Jennifer Stauber- are there financials on the church website? *YES*

Tim Gardner asked David Cox if it is it appropriate for the members of the congregational meeting give a consensus request to the board regarding the budget and if so would a motion to prohibit the use of endowment corpus be appropriate for us to consider at this meeting.

David Cox– I would rule that out of order. If you want to change the agenda and add a vote for it. But it's not possible.

Presentation of Candidates for Board of Trustees–

Approved unanimously

New Business

Chair Steve Harvey offered thoughts on chapel governance as a spiritual practice and asked incoming Board Chair Claire Wyneken to pledge to the congregation that she will steward well the office of Board Chair and ensure that the Board validates its trusteeship of the Chapel.

Claire made that chair and made a statement to that effect. She said we would do the work to get us to our goals together.

Comments and Questions from Attendees

Jim Lyons: For the board next year, if a little bit of money should come in, I propose that giving the staff some kind of raise should be high on the list. Cost of Living raises.

Adjourn

The board adjourned at 1:40pm

Respectfully submitted,

Kalen Ponche,
Board Secretary 2021-2022

Board of Trustees Nominees



Bob Becker

Born and raised in U City and having attended the Ethical Society as a kid, Bob Becker along with his wife Kathy started attending Eliot services about 15 years ago and then joined about 8 years ago. He has three amazing children, Jenna, Amariah, and Elizah who have all flown the coop and are off doing their own amazing things. He taught high school chemistry for 36 years – the last 30 at Kirkwood High – and totally loved it. He developed many unique chemistry demonstrations and lab activities, and as a sort of secondary job, he traveled quite a bit presenting workshops and demo shows all over the country. Bob retired from teaching in 2020 and has found many passions to pursue: Volunteering with the Ozark Trail Association, heading up the St. Louis chapter of (and writing puzzle sets for) Puzzled Pint, baking and delivering weekly for Lasagna Love, pen-palling with an inmate through the Worthy Now Prison Ministry Program, helping with prescribed burns and taking on a stewardship role at Bergfried, and organizing and attending two different weekly Black Lives Matter vigils. He subs back in the classroom occasionally – more out of guilt than any sense of needing a purpose. He also just started his own business: manufacturing and selling a unique construction toy called HyperTiles. That keeps him pretty busy.



Rebecca Taylor

Rebecca Taylor has been a member of Eliot Chapel since 2016. She recently retired from Clayton High School after nineteen years of joyfully teaching Clayton's wonderful teenagers. At Eliot, she is a member of the Creative Spirituality Covenant Group, the Partner Church Council, and the Thursday Wellspring class. Rebecca led the St. Louis English Country Dancers for over two decades, and she currently performs with the historic dance troupe Dance Discovery. Rebecca holds a Ph.D. in English literature from Washington University in St. Louis. Her dissertation is entitled Robinson Crusoe and the Reproduction of Singleness in England's Long Eighteenth Century. Rebecca feels that her involvement in Eliot Chapel has tremendously enriched her life, and she wants to help Eliot continue to offer that enrichment to members old and new.



Susan Bell

Susan Bell has been attending Eliot for over five years and joined as a member in April 2022. She also enjoys being a greeter and making new attendees feel welcome at Eliot. She has been a UU for about 30 years and served as a Treasurer and Board member at Emerson Unitarian Universalist Chapel on two separate occasions. Although she has an accounting degree, her career has been in banking for over 30 years. She is a Certified Regulatory Compliance Manager and serves as a Compliance Analyst at Citi. She lives in Chesterfield with her husband Dave and their daughter, Sarah who

is a Sophomore at the University of Missouri in Columbia. She enjoys walking their dogs, spending time with friends and family, reading, baking, book club, and is a member of West County Toastmasters.

Nominating Committee Nominees



Ann Marie Hutson

Ann Marie joined Eliot Chapel in 2014 after moving from Ashland, Oregon, where she began her UU journey at the Rogue Valley UU Fellowship. She chose to live in Kirkwood, knowing that she would be joining Eliot, sight unseen. Her first experience with the Eliot community was with Women's Alliance (WA) where she enjoyed the interesting book discussions, engaging speakers, and fun excursions. Eventually, she served a two-year term as president of WA and will soon pick up the mantel again for the coming fiscal year. As an atheist and humanist, Ann Marie led Eliot's first Humanist Covenant group, an experience that deepened her ties with the Eliot community. Before moving to St. Louis, Ann Marie founded two non-profits in Southern Oregon, The CASA Program and The Down Syndrome Association of Southern Oregon. After retiring, Ann Marie volunteered and was president of the board for the local food bank, helping to create an efficient food collection system. Ann Marie is a life-long extrovert and loves the idea that networking will help Eliot members find their perfect spot.



Toni Saunders

Antoinette (Toni) Saunders practiced as a clinical psychologist in Chicago for over 50 years. In 2015 she moved from Chicago to St. Louis to be with her daughter and grandchildren. She was looking for a faith community that respected and supported an individual's spiritual journey without dogma and judgment. On Christmas of 2015 she joined Eliot. Right away she and Kathy McVoy took on the responsibility of running the Covenant Groups, which they continue to do to this to date. In 2019, she joined the adult education task force with Rev. Barbara. Adult Ed is now the Wellspring Program. She is presently the program coordinator. She has been a member of the Board since 2020. Her term ends this June. "I am very excited about the direction that Eliot is going and I am so happy to have a part in it."

INCOME		2022-2023 BUDGET APPROVED MAY 2022	2023-2024 BUDGET APPROVED MAY 2023
Pledge Cards Received		\$570,797	\$590,517
<i>Additional Pledges to be turned in</i>		\$14,000	\$0
<i>SUBTOTAL PLEDGE INCOME</i>		\$584,797	\$590,517
TOTAL PLEDGES (2022-23 @ 95% & 2023-24 @ 94%)		\$555,557	\$555,086
NON-PLEDGED SOURCES OF INCOME			
Contributions--(Shared Plate & non-pledged)		\$55,000	\$60,000
2nd Ask		\$60,000	\$20,000
ECNS Rent		\$20,100	\$21,925
Madrigal		\$7,000	\$7,000
Trivia Night		\$10,000	\$8,000
TOTAL NON-PLEDGE INCOME		\$152,100	\$116,925
Bergfried Operating Fund (transferred from BCorpus Fund in UUCEF to bring annual operating balance on 07-01 each FY to \$11,000)		\$11,000	\$11,000
TOTAL INCOME		\$718,657	\$683,011
EXPENSES			
PAYROLL: Salaries & Benefits		\$615,000	\$462,500
Shared Collection Donations		\$15,000	\$17,000
PROGRAMMING: SJA, Partner Church, Covenant Groups, Pastoral Care, Membership/ Welcome, Library, Board, Stewardship, Worship/Summer, Music, RE)		\$22,000	\$17,200
OPERATIONS-- Administration, Utilities, Facilities, Contract Labor, Insurance		\$190,000	\$150,000
UUA/District		\$16,200	\$16,200
Mortgage		\$40,420	\$40,420
Capital Improvements/FECA/Operations		\$13,500	\$13,500
Bergfried Operating Fund		\$11,000	\$11,000
TOTAL EXPENSES		\$923,120	\$727,820
Sub Total SURPLUS or DEFICIT		(\$204,463)	(\$44,809)
OTHER SOURCES OF REVENUE			
Cash Equity*		\$75,000	\$45,000
Other Income - fundraisers		\$15,000	\$0
Endowment Dividends Funds		\$10,000	\$0
Endowment Corpus Funds		\$50,000	\$0

Bergfried Corpus Funds	\$55,000	\$0
SubTotal of Other Sources of Revenue	\$205,000	\$45,000
TOTAL REVENUE	\$923,657	\$728,011
TOTAL EXPENSES	\$923,120	\$727,820
NET SURPLUS or DEFICIT	\$537	\$191

Cash Equity Balance: July 1, 2022	\$225,032.46	
Cash Equity Balance: March 31, 2023	\$179,930.00	
Cash Equity Balance Estimate: June 30, 2023, not including any UUCEF Investment Loss between Feb and June 2023		\$91,875.00
Estimated use of Cash Equity by June 30, 2023		
Cash Equity Balance: Feb. 28, 2023 / June 30, 2023		\$91,875.00
minus EBITDA 1% of Loan if set aside		<u><u>(\$38,780.00)</u></u>
Cash Equity Balance		\$53,095.00
Cash required Monthly	\$60,652	
Cash required Daily	\$1,994	
# of Days of Operating Cash		27
FECA = Facilities & Equip Condition Assessment		

Estimated 2023-24 payroll expenses without staffing study	\$545,000
Budgeted Payroll Expenses	<u>\$462,500</u>
Difference	\$82,500

MARCH 2023--UUCEF INVESTMENT REPORT

BALANCE FEBRUARY 2023 **\$483,623.13**

\$483,623.13

MARCH 2023 ENDING BALANCE **\$491,790.96**

MARCH 2023 Unrealized Gains/Losses \$8,167.83

1.69%

Actual Gains/Losses \$8,167.83

1.69%

	Account Code #	Corpus as of 07/01/2017	2/2/2023	DEPOSIT	DEPOSITS/ WITHDRAWALS	Percentage Split	Share of Earnings	2022-2023 YTD Fund Adjustments	3/31/2023
Endowment Fund	255	\$111,162.26	\$86,798.64	\$0.00	\$0.00	22.27%	\$1,819.05	\$0.00	\$88,617.68
Blanke Fund	251	\$85,714.94	\$108,241.38	\$0.00	\$0.00	19.96%	\$1,629.95	\$0.00	\$109,871.33
<i>Intern Ministers</i>									
Dunlap Fund	252	\$49,354.45	\$48,464.52	\$0.00	\$0.00	10.50%	\$857.80	\$0.00	\$49,322.32
<i>Assist Congregants</i>									
St. Martin's Fund	253	\$29,311.07	\$29,168.33	\$0.00	\$0.00	5.75%	\$469.35	(\$1,000.00)	\$29,637.68
<i>Partner Church</i>									
Nutt Music Fund	254	\$13,192.14	\$12,659.12	\$0.00	\$0.00	3.07%	\$250.86	\$0.00	\$12,909.98
<i>Principle: \$10,000</i>									
Women's Alliance	2404	\$9,306.82	\$14,484.92	\$0.00	\$0.00	1.95%	\$158.94	\$3,700.00	\$14,643.85
Bergfried Fund	262	\$110,650.24	\$183,806.23	\$0.00	\$0.00	36.51%	\$2,981.88	(\$1,713.00)	\$186,788.12
Total for Funds		\$408,691.92	\$483,623.13	\$0.00	\$0.00	100.00%	\$8,167.83	\$987.00	\$491,790.96

MARCH 2023--UUCEF INVESTMENT REPORT

	Account Code #	Recommendations from January 2017
Endowment Fund	255	Retain principle to grow Endowment
		Per the Eliot By-laws, the earnings must be retained until the Fund reaches \$100,000.
		<u>08/11/2021</u> : Withdrew \$20,000 from Dividends and deposited into Various Funds (iWave, Fire, Live Streaming)
		<u>01/05/2021</u> : Withdrew \$9,000 from Dividends and deposited into "Other Income" for deficit needs.
		<u>04/2020</u> : Withdrew \$5,000 and deposited into "other income" for deficit needs.
		<u>09/2018</u> : Withdrew \$17,000 and deposited into Money Market for 222 mortgage payments
Blanke Fund	251	xfer to earnings account
<i>Intern Ministers</i>		
St. Martin's Fund	253	xfer to earnings account
<i>Partner Church</i>		<u>05/2022</u> : Transferred \$1,000 to #2411 Partner Church
		<u>04/2021</u> : Transferred \$1,000 to #512 Partner Church
		<u>12/2018</u> : Transferred \$4,627.00 to #2411 Partner Church
Dunlap Fund	252	xfer to earnings account
<i>Assist Congregants</i>		<u>05/2022</u> : Transferred \$1,500 to #2499 MDF for Nutt Fund for assistance to Student Immigrant
		<u>04/2022</u> : Transferred \$2,000 to #2499 MDF for Nutt Fund for assistance to Student Immigrant
		<u>03/2020</u> : \$5,000 transferred to Asylum support
		<u>09/2018</u> : \$4,300 withdrawal covers FY 2016-2017 & 2017-2018 and transferred to MDF
Nutt Music Fund	254	xfer to earnings account
<i>Principle: \$10,000</i>		<u>02/2020</u> : Transferred \$4,000 to Music Program
Women's Alliance	2404	
		<u>10/2022</u> : Deposited \$3,700 from Women's Alliance Operating Funds #2403 into #2404
		<u>05/2022</u> : Transferred \$366.00 to Planned Parenthood
		<u>05/2022</u> : Transferred \$25 in Memory of _____.
		<u>8/11/2021</u> : Transferred \$25 in Memory of Linda Polcyn
		<u>12/04/2020</u> : Transferred \$327.00 to Women's Operating Funds for a check written to Planned Parenthood from WA Operating Funds #2309 on 09/15/2020
		<u>12/2018</u> : Transferred \$948.28 to #2403 WA Operating Funds <u>9/2019</u> : Redeposited funds of \$948.28 and \$50.00 for contributions
Bergfried Fund	262	xfer to Bergfried Expenses account
		<u>10/2022</u> : Transferred \$1,1713 for FY 2022-2023 to bring Operating Funds total to the annual \$11,000
		<u>12/2020</u> : Transferred \$4,500 for FY 2021-2020 to bring Operating Funds total to the annual \$11,000
		<u>02/2020</u> : Transferred \$8,000 for FY 2019-2020 to bring Operating Funds total to \$11,000 for FY 2019-2020
		<u>11/2018</u> : Deposited \$85,569.05 reflects the net proceeds of selling 90 +/- acres of Bergfried in Jan-Feb 2018. Said net proceeds wired into the Checking Account and transferred to UUCEF in Nov 2018.
		<u>09/2018</u> : Transferred \$39,552.17 for FY 2015-16; 2016-2017; 2017-2018. Includes \$11,000 transferred for 2018-2019. This withdrawal of \$39,552.17 puts Bergfried even with Eliot Budget as of June 30, 2019

PASSING OF THE GAVEL 2023

Current Chair. Chapel governance is a spiritual practice. It is the work of divining the purpose of our Chapel, the difference that we want to make in the world, expressed in our Values, Mission, and Ends. It is the work of assessing our progress on behalf of this and future congregations.

As outgoing chair of the Eliot Chapel Board of Trustees, I ask you, Sara, to pledge to the congregation that you will steward well the office of Board Chair and ensure that the Board validates its trusteeship of the Chapel. Sara, will you make this pledge?

Incoming Chair. I will.

As Board Chair, I will ensure the integrity of the Board's processes, to set and guide the agenda for the year and to foster our governing style. In governing, the Board aspires

- to lead with courageous vision rather than with tactics,
- to be proactive rather than reactive,
- to value diversity of viewpoints,
- to ascertain collective rather than individual intentions,
- to build toward the future,
- to measure progress toward stated goals of the Chapel

I pledge to work diligently on behalf of the congregation.

Current Chair. Sara, let your acceptance of this gavel be a symbol to the community of your commitment to Eliot Chapel.

Thank you.