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Expanded Articles



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# INSIDE

## *Angleton*

city magazine



*Learn what's happening!*

Spring / Summer 2024

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# Small but Mighty

## Big Jobs for Small Departments

### **DIRECTOR OF HUMAN RESOURCES AND RISK MANAGEMENT COLLEEN MARTIN**

#### **Introduction: Can you introduce yourself and briefly describe your role within the department?**

My name is Colleen Martin, and I am the director of human resources and risk management for the City of Angleton. I am bilingual and hold a masters in HRM, and my CPM, ARM, PHR and SHRM-CP designations; I am also a licensed insurance adjuster. I oversee all benefits, insurance such as property, auto, I manage all recruiting, employee relations, compensation, performance management, personnel files, drug and alcohol testing. I am the Americans with Disabilities Act manager and handle all unemployment and employment law.

#### **Unique Challenges: What are the unique challenges of operating a municipal department with a small team?**

In a small team you are tasked with all aspects of HR and risk unlike larger entities where one person handles only one task or area within the department. Certainly not enough time and staff are issues we face daily. I have many ideas but simply do not have the time and or funding to act.

#### **Achievements: Despite the size of your team, what significant achievements has your department made in the past year?**

We were awarded the Texas Public Risk Manager scholarship. I have earned my Certified Public Manager certification and my Certified Myers Briggs Type Indicator certification.

#### **Efficiency: How do you ensure efficiency and productivity within your team?**

We work closely and meet every morning to discuss what the day holds in store and what are the critical tasks to be completed for the day and what we have coming up ahead. We are very good at sharing most of what transpires so that if at any given time one of us are absent the other can manage the issue if necessary.

#### **Support: How does your department collaborate with other city departments or external partners to meet your objectives?**

This is a tricky one. When you have a small department, working on collaborative projects can be tough due to time constraints. We sit on interview panels, we provide clarification on policies and procedures, we arrange employee engagements, we review disciplinary documents to discuss but many times the leaders come to us to discuss what their needs are, and we try and work with them to deliver.

#### **Strategic HR: With such a small team, how do you manage the diverse HR needs of the entire municipal workforce?**

We work to ensure fair and equitable review of all applicants, interviews are consistent and the candidate is selected. Our policies are written to be fair and equitable, and we comply with the ADA, EEOC, and Title VII to ensure everyone is treated equally. We have recently had all supervisors and above complete a Diversity, Equity and Inclusion online class to heighten awareness to DEI.

## **Recruitment and Retention: How do you approach recruitment and retention in a small-town setting?**

About two years ago I rolled out an online applicant tracking system, this was a tremendous improvement from our paper applications which limited our reach to candidates. Now that we are online, we get applications from all over the country and even had an applicant from Scotland.

We can and have conducted interviews over the internet and in person.

In my opinion, many people stay at the City of Angleton not just because we are a terrific town, but we are a great team of people overall. Many people live nearby, and this is a huge plus, people do not want to drive into the Houston, and so I believe this helps with retention. Angleton is a family, and we treat each other with respect and dignity, we care about each other and its tough to find this type of employer out there so retention is higher than most.

We do have two areas that struggle with retention, and we are working to improve on the retention in these areas.

## **Employee Engagement: What strategies do you employ to keep employee morale and engagement high?**

We work to offer employees fun events such as an annual employee party, vaccines events, treats such as ice cream. We are working to try and promote a new wellness lunch and learn which will take time; sometimes when you have a new initiative it takes time to get buy-in from others. We have also been conducting stay interviews, to find out why people choose to stay with us as an employer and what we can do better.

## **Looking Ahead: What are your department's goals for the coming year, and how do you plan to achieve them with your current team size?**

My goals are to get the lunch-n-learn initiative off and running. Provide all employees with what I call a "total compensation" flyer which gives each employee a snapshot of their total benefits provided by the city. Lastly, a more intensive onboarding process which I have wanted to do for a couple of years.

## **HUMAN RESOURCES COORDINATOR BRANDY FOLLIN**

### **Introduction: Can you introduce yourself and briefly describe your role within the department?**

My name is Brandy Follin, I am the human resources coordinator for the City of Angleton. Under the director of human resources, my focus has been on onboarding new employees, benefits reconciliation and maintaining personnel files. I understand the details of each benefit plan offered to employees, including health insurance, retirement plans, life insurance and any other additional benefits. I regularly review payroll deductions for each employee to ensure that the correct amounts are being withheld for benefits. I verify that the deductions match the agreed-upon rates for each benefit plan. I maintain open communication with employees regarding their benefit costs. I conduct regular audits of benefit costs to identify any discrepancies or errors. This could involve reviewing payroll records, benefit invoices and other relevant documentation to ensure accuracy. I provide training and education to employees on their benefits package, including details on costs and coverage options. Onboarding is a time sensitive process where I have to coordinate with multiple departments, including departments outside of the City of Angleton.

**Unique Challenges: What are the unique challenges of operating a municipal department with a small team?**

Having a small team, we have a large workload, we have to divide and conquer. Having good communication between each other is vital to ensuring our tasks are completed and correct. We have to prioritize between items that have to be completed and items we would love to implement, but cannot, due to time and financial constraints.

**Achievements: Despite the size of your team, what significant achievements has your department made in the past year?**

I was awarded the Texas Public Risk Manager Scholarship; Colleen has earned her Certified Public Manager certification and her Certified Myers Briggs Type Indicator certification.

**Efficiency: How do you ensure efficiency and productivity within your team?**

Open communication is the key to efficiency in our department. We start our day with a meeting to discuss priorities and allocate tasks. We have to be flexible in task assignments, as priorities are constantly shifting. We work very closely and keep each other up to date on any issues and task priority.

**Support: How does your department collaborate with other city departments or external partners to meet your objectives?**

We collaborate with supervisors from other departments by maintaining open lines of communication with other departments, sitting on interview panels, giving and receiving onboarding timelines, setting up employees for performance evaluations, we arrange employee engagements and review disciplinary documents. We work hard to provide HR services to other departments.

**Strategic HR: With such a small team, how do you manage the diverse HR needs of the entire municipal workforce?**

We have consistent and clear policies, procedures and guidelines for HR processes to ensure consistency and compliance across the organization. We receive regular updates to labor laws, regulations and compliance requirements that apply to municipal organizations. We comply with ADA, EEOC and Title VII to ensure everyone is treated equally. We have recently had all supervisors and above complete a Diversity, Equity and Inclusion online class to heighten awareness to DEI.

**Recruitment and Retention: How do you approach recruitment and retention in a small-town setting?**

Colleen implemented an online applicant tracking system. The utilization of this tool allows a much larger applicant pool. The City of Angleton is a great place to work. We have a positive workplace culture based on respect, trust, collaboration and open communication.

**Employee Engagement: What strategies do you employ to keep employee morale and engagement high?**

We have an annual party and try for several small events throughout the year. We are conducting stay interviews to find out why employees choose to stay with the City of Angleton.

**Looking Ahead: What are your department’s goals for the coming year, and how do you plan to achieve them with your current team size?**

My goals for our department in the coming years are to get our new employees onboarding paperwork completed online, to get my aPHR certification, and to train in other areas of human resources.

**CITY SECRETARY MICHELLE PEREZ**

**Introduction: Can you introduce yourself and briefly describe your role within the department?**

Hello, I’m Michelle Perez, the city secretary with over 17 years of experience in municipal government. In my role, I oversee the city secretary’s office, where I handle a multitude of responsibilities crucial to the efficient functioning of our city. Primarily, I manage city council administration, which involves preparing and distributing agenda packets, ensuring smooth council meetings, processing mayor’s proclamation requests, and administering the boards & commissions process. Additionally, I maintain officeholder financial reports and play a key role in preparing and monitoring the council budget. Another significant aspect of my role is elections administration, where I serve as an impartial election official, ensuring the integrity and legality of the election process. This includes overseeing records management & public information, maintaining official city records, establishing and maintaining a records management program and ensuring compliance with state retention schedules and the Texas Public Information Act. Furthermore, I handle various official and administrative duties for the city, such as maintaining the city seal, attesting documents, administering oaths, certifying alcohol permits and overseeing the maintenance of the code of ordinances. These responsibilities, among others, keep me deeply engaged in the governance and administration of our city, ensuring transparency, legality and efficiency in all our operations.

**Unique Challenges: What are the unique challenges of operating a municipal department with a small team?**

Operating a municipal department with a small team presents several unique challenges, with time management being one of the most significant. Some key challenges are limited resources, multiple responsibilities, workload distribution and time constraints.

**Achievements: Despite the size of your team, what significant achievements has your department made in the past year?**

In my tenure as the city secretary for Angleton, despite the challenges posed by the size of our team, we’ve achieved several significant milestones in the past year. We’ve implemented and revamped procedures to enhance workflow efficiency within the department. We’ve focused on enhancing transparency in city government by improving access to public information and records. This includes implementing Laserfiche and JustFOIA for more efficient record-keeping and public information requests, ensuring compliance with state regulations such as the Texas Public Information Act. An electronic submittal of the boards & commission volunteer application was created to enhance accessibility and efficiency for community members interested in serving on these important boards.

**Efficiency: How do you ensure efficiency and productivity within your team?**

Ensuring efficiency and productivity within our team relies heavily on organization and consistency in record-keeping and procedures. Some key strategies we employ to achieve this are establishing standardized

procedures for key tasks and workflows within the department; open and effective communication is essential for ensuring that everyone is on the same page and aligned with departmental goals, prioritize tasks based on their urgency, importance and impact on departmental objectives; and we leverage technology and automation tools to streamline processes and reduce manual effort.

**Support: How does your department collaborate with other city departments or external partners to meet your objectives?**

I proactively initiate meetings with other city departments to discuss common goals, challenges and opportunities for collaboration. For example, we organize meetings to explore ways to transition to a paperless system for record-keeping and document management. By discussing storage, filing systems, scanning processes and document destruction procedures, we developed a unified approach to digital transformation. I work closely with each department to ensure that their agenda items are provided correctly and timely for inclusion in the council agenda packet. This involves collaborating with departmental staff to gather necessary documents, reports and information, as well as coordinating deadlines and reviewing content to ensure accuracy. As a member of the Texas Municipal Clerks Association and the Salt Grass Chapter, we leverage these professional networks to exchange knowledge, share best practices and seek support from fellow city secretaries across Texas and the Southeast Texas region. These associations serve as valuable forums for asking questions, bouncing ideas off of peers and staying informed about industry trends and developments. By tapping into this collective expertise, we can avoid reinventing the wheel and benefit from the experiences and insights of others in our field.

**Record Keeping: How do you manage the vast responsibilities of record-keeping and documentation with such a small team?**

Managing the vast responsibilities of record-keeping and documentation with a small team requires efficient time management and strategic prioritization. We prioritize record-keeping tasks based on legal requirements, regulatory compliance and operational needs. We have established clear procedures and guidelines for record-keeping and documentation processes. This includes standardized methods for record classification, storage, retrieval and disposal. Having well-defined processes helps streamline workflow and ensure consistency in record management practices. We leverage technology to streamline record-keeping processes and improve efficiency. We prioritize regular maintenance and upkeep of records to prevent backlogs and ensure data integrity. We collaborate with other departments and delegate responsibilities when necessary to manage workload effectively. We invest in ongoing training and professional development to stay updated on best practices, regulations and technology advancements in record-keeping and documentation.

**Public Engagement: In what ways does your office facilitate public engagement and transparency in city affairs?**

Our office plays a pivotal role in facilitating public engagement and promoting transparency in city affairs through various initiatives and platforms. We achieve this by ensuring that elections are conducted in a transparent and fair manner by providing comprehensive information to the public about voter registration, polling locations, candidate qualifications and election results. We make it easy for residents to access public records and information by providing clear guidelines and procedures for submitting public information requests. Through our online portal, residents can submit requests, track their status and access requested documents in accordance with state public information laws. We facilitate public access to city council meetings and records by providing comprehensive information and resources on our city website. Residents can access meeting agendas, minutes and videos, allowing them to stay informed

about local government proceedings. Additionally, we maintain a digital archive of city ordinances and resolutions through our Laserfiche weblink, enabling residents to access important legislative documents online. We encourage residents to attend council meetings, serve on boards and commissions and participate in public forums to voice their opinions and concerns. By fostering open dialogue and communication, we empower residents to play an active role in shaping city policies and decisions.

**Efficiency Tools: What tools or systems have you implemented to streamline operations in the city secretary’s office?**

The implementation of various tools and systems has been instrumental in streamlining operations within the city secretary’s office. Municode is a comprehensive platform that we use to streamline the preparation and distribution of council agenda packets, as well as information related to boards and commissions. This tool allows us to efficiently compile and organize agenda items, documents and supporting materials for city council meetings and advisory board meetings. Laserfiche is a document management system that we utilize to scan and digitize records for digital record-keeping purposes. This system enables us to create electronic repositories for various types of documents, including meeting minutes, ordinances, resolutions, permits and other official records. By transitioning from paper-based to digital record-keeping, we enhance accessibility, searchability and long-term preservation of records, while also reducing physical storage space and administrative overhead. JustFOIA is a software solution that we employ to track and manage public information requests received by the city secretary’s office. This system allows us to efficiently process and respond to requests for public records in compliance with state regulations, including tracking request statuses, managing document retrieval and review processes, and generating response letters. By automating and centralizing public information request management, JustFOIA helps us ensure transparency, accountability and timeliness in fulfilling requests from the public. By leveraging technology to streamline operations, we are better equipped to meet the diverse needs of our stakeholders, uphold legal and regulatory requirements and facilitate effective governance and public engagement.

**Looking Ahead: What are your department’s goals for the coming year, and how do you plan to achieve them with your current team size?**

Continuing to work on records management for the city is indeed a significant project, and it’s understandable that it will take time to complete, especially with a small team. To help manage this project effectively over the next two to three years we will define specific, measurable goals for the records management project, such as digitizing a certain percentage of records, implementing standardized filing procedures or ensuring compliance with retention schedules. Given the scope of the project and our team’s limited capacity, we will prioritize tasks and manage our time effectively to maximize productivity. We will continue collaborating closely with other city departments to gather input, coordinate efforts and address any department-specific needs or concerns related to records management. Also, regularly monitor progress against the project plan, track key metrics and make adjustments as needed to address any challenges or changes in circumstances. By following these steps and remaining focused on our goals, we will successfully manage the records management project over the next two to three years, ensuring that the city’s records are effectively organized, accessible and compliant with legal requirements.

## **ASSISTANT CITY SECRETARY DESIREE HENSON**

### **Introduction: Can you introduce yourself and briefly describe your role within the department?**

Greetings from the city secretary's office! As the dedicated duo responsible for managing municipal records and assisting our esteemed city council, we are honored to serve you, the vibrant community of Angleton.

In our small but mighty office, we diligently maintain and safeguard official records, ensuring transparency and accessibility to all residents. From meeting minutes and ordinances to vital statistics and election documents, our team works tirelessly to preserve the history and governance of our city.

### **Unique Challenges: What are the unique challenges of operating a municipal department with a small team?**

Operating a city secretary's office with a small team presents a set of unique challenges that require creativity, efficiency and effective time management to overcome. Some of the key challenges are a heavy workload, limited resources and time constraints. We are required to work in several capacities and prioritize work based on importance and urgency.

### **Achievements: Despite the size of your team, what significant achievements has your department made in the past year?**

In the past year, our small office has made many significant achievements that include completing over 100 hours of training, managing over 300 public information requests and increasing records processing productivity by implementing digital workflows and streamlined processes. These achievements reflect a proactive and dedicated team effort.

### **Efficiency: How do you ensure efficiency and productivity within your team?**

To ensure efficiency and productivity we address the challenges with strategic planning, effective delegation, and leveraging available resources efficiently. Collaboration with other city departments, prioritization of tasks and investment in training and technology helps to mitigate the impact of operating with a small team. Additionally, maintaining open communication with city leadership and the public fosters understanding and support for the office's limitations and achievements.

### **Support: How does your department collaborate with other city departments or external partners to meet your objectives?**

The city secretary's office relies heavily on collaboration with both internal and external partners to fulfill its duties effectively. The partnership between the city council and our office is essential for facility decision-making and governance. Internally, we collaborate with the city attorney to ensure compliance with legal requirements, with the information technology department to optimize technology solutions and address technical challenges, with the communications and marketing department to disseminate important meetings, elections and other crucial information to the public, with the finance department to coordinate funding for office operations and with all other city departments. We also collaborate with external partners such as community organizations, state and county agencies, training providers, contract services, local businesses and so on. By fostering relationships with other city departments and external partners, we can leverage expertise, resources and support to achieve objectives efficiently and effectively.

**Record Keeping: How do you manage the vast responsibilities of record-keeping and documentation with such a small team?**

Managing the extensive responsibility of record-keeping and transparency with a small team requires prioritization, streamlined processes, cross-training, technology utilization, collaboration and continuous improvement. Our commitment to excellence, collaboration and innovation enables us to fulfill our record-keeping duties effectively and contributes to the success of our records management process.

**Public Engagement: In what ways does your office facilitate public engagement and transparency in city affairs?**

Various initiatives and practices of the city secretary’s office include meeting management, public notices, public records access, elections administration and public feedback. We promote public engagement and transparency in city affairs, access to information, participation in the democratic process and fostering open communication between residents and local government.

**Efficiency Tools: What tools or systems have you implemented to streamline operations in the city secretary’s office?**

Our electronic records management software with built in workflow automation capabilities, online public records request portal and electronic meeting management system are a few tools that streamline operations in our office. By leveraging these tools the city secretary’s office has greatly improved productivity and serves the needs of the community in a more efficient manner.

**Looking Ahead: What are your department’s goals for the coming year, and how do you plan to achieve them with your current team size?**

Our department’s goals are to focus on enhancing efficiency in processing public information requests and managing records, evaluate and update technology infrastructure and software systems, increase transparency and accessibility to public records, and actively engage in training and professional development opportunities to enhance skills and knowledge and to ensure the City’s compliance with all relevant regulations and standards.

**DIRECTOR OF COMMUNICATIONS AND MARKETING MARTHA EIGHME**

**Introduction: Can you introduce yourself and briefly describe your role within the department?**

Martha Eighme, director of communications and marketing. I’ve been with the City of Angleton for 13 years, first in tourism and special events and then the addition of communications and marketing. I also lead economic development initiatives and work on special projects for the city.

**Unique Challenges: What are the unique challenges of operating a municipal department with a small team?**

In smaller teams, individuals often wear multiple hats, handling everything from public relations and crisis communications to social media management and event coordination. This broad range of duties can make it challenging to focus intensely on any single task. I was blessed to bring Courtney on as my assistant in 2022. While it is a lot, I genuinely believe we have the best job in the city!

**Achievements: Despite the size of your team, what significant achievements has your department made in the past year?**

Our city manager, Chris Whittaker and I are both advocates of continuing education. I earned my certified public communicator designation from Texas Christian University and a certified tourism executive designation in 2023. Courtney began working toward her designation to become a certified tourism executive from Texas Travel Alliance Tourism College. We also hosted the most prominent Angleton Market Days since its inception in 2011, with over 25,000 shoppers at our November 2023 Angleton Market Days. Our concert series continues to grow, as does our Freedom Fireworks and Heart of Christmas event, which is a gift to the community. I've created a strategic communications plan as the capstone project for my certified public communicator designation.

**Efficiency: How do you ensure efficiency and productivity within your team?**

To mitigate the challenges, we rely on open communication, collaboration, efficient time management, strategic planning, event SOPs and project prioritization, which can help small communications teams manage their workload more effectively and serve their community well.

**Support: How does your department collaborate with other city departments or external partners to meet your objectives?**

Our communications department collaborates closely with other city departments such as public works, utility billing, city secretary's office, parks and recreation, emergency management, and development services to coordinate messaging and initiatives. This ensures consistency and alignment across different areas of city governance.

**Campaigns: Can you share an example of a successful marketing or communications campaign you've executed with limited resources?**

The City of Angleton applied for a grant with TXDot in 2023, and one of the requirements was community engagement. We engaged with residents, organizations and businesses that the improvements to the downtown area in Angleton would affect. We spread the word through social media, town halls and local events. We included our city engineer and city manager to help meet and host these outreach events along with us and ended up meeting with 14 different groups over a two- or three-week span. We also spearheaded the campaign for the EPA-required service line inventory.

**Community Engagement: How do you leverage community engagement to amplify your department's messages?**

Leveraging community engagement to amplify the City of Angleton's Communications Department messages involves building and nurturing relationships with various stakeholders within the community and using a multi-channel approach. Some of the strategies we use are: partner with local organizations and businesses: collaborate with schools, non-profits, local businesses and other organizations to share and promote messages. These entities often have their communication channels and can help extend the reach of your messages to diverse segments of the community. Utilize social media platforms: create engaging content tailored to different social media platforms. Encourage community members to share posts, participate in discussions and contribute content (e.g., photos from city events). Utilizing hashtags, running social media campaigns and engaging in trending topics can also increase visibility. Host community events: organize town halls, workshops and forums, both in person and virtually. These events provide an opportunity to disseminate information directly, gather feedback and foster a sense

of community involvement and ownership. Leverage local influencers and community leaders: Identify and work with influential community members who can act as ambassadors for the city's messages. Their endorsement can lend credibility and encourage broader community engagement. Angleton University: Residents who participate in these sessions are passionate about the community and serve as ambassadors. They can help spread the city's messages through word-of-mouth and personal networks, especially in areas or groups the communications team might not easily reach. Implement a multi-channel communication approach: We utilize various communication channels to reach different demographics within the community. We produce a biannual magazine called *INSIDE Angleton*, digital platforms (social media, Facebook, Instagram, and LinkedIn), and video productions that market the city and our special events.

**Digital Presence: With the rise of digital platforms, how has your strategy evolved to maintain an effective online presence?**

We have developed our strategies to embrace digital platforms and adapt to changing trends so our organizations can maintain an effective online presence in public communications and connect with our audience in a meaningful way. Our organization has shifted towards maintaining a presence on multiple digital platforms such as social media (e.g., Facebook, Instagram, LinkedIn). This allows us to reach audiences across various channels where they are most active.

**Promotion: How do you effectively promote tourism with a small team?**

One of the first things I did after starting to work for the City of Angleton was establish a visitor information kiosk at city hall. This is a 24-hour kiosk with brochures for major attractions and historically significant locations across the state of Texas.

**Attractions: What unique attractions or events has your department developed or highlighted to draw tourists?**

In addition to establishing the visitor information kiosk, my next task after coming to the city was to create events that would bring people to Angleton. In 2011, we hosted our first Angleton Market Days in one building, and it quickly grew into the major event it is today. Over 200 booths and our most significant event participation at 25,000 shoppers. Wow! I also brought fireworks back to Angleton after an estimated 20-year absence. Also, I started Concert in the Park – a biannual, month long series of live music on Friday evenings in downtown Angleton. A community brochure and marketing materials was another early project that has highlighted the city and its many attractions.

**Impact Measurement: How do you measure the impact of your tourism strategies on the local economy?**

One of the main ways is through event participation and counting people. We recently began utilizing a company that provides information on our events and other points of interest in Angleton. This service can give us demographic information of visitors and numbers, as well as share other businesses they may be visiting while in Angleton. We often hear from our local businesses about the surge in customers for our significant events like Angleton Market Days. We also use digital signs in one of our newest parks and downtown that provide information and pedestrian counts. Another great measurement resource is hotel occupancy data. The City of Angleton's economic development initiatives are a bit different as we don't have an economic development corporation dedicated to business recruitment; instead, our half-cent sales tax monies go to parks and recreation and drainage. With that being said, we utilize good old-fashioned relationships and marketing of our communities' assets, proximity, excellent schools and community as reasons to bring your business to Angleton. The City of Angleton employs a pro-business ethos to fuel

growth and support economic development within its community. The city is strategically positioned for success due to its accessibility and proximity to major transportation hubs, such as Houston, the Texas Gulf Regional Airport, the Union Pacific Railway and the Port of Freeport. These logistical advantages make Angleton a prime location for business and residential development. It offers a balanced lifestyle with its small-town charm, affordable housing and a thriving job market in sectors like hospitality, heavy civil engineering construction and chemical manufacturing. Angleton actively partners with businesses of all sizes, providing comprehensive support for those looking to start, relocate or expand. The economic development office serves as the first touchpoint for businesses, ready to coordinate and streamline development efforts through every phase. This commitment is part of the city's broader initiative to meet consumer demand and encourage economic growth as the population expands, presenting business opportunities in Angleton and in Brazoria County. The economic development initiative I am excited to be working on is a potential project in our commercial corridor that we are trying to put together and recruit suitable retail. If it comes to fruition, it would be fascinating for Angleton.

**What are your department's goals for the coming year, and how do you plan to achieve them with your current team size?**

- Continue to improve the strategic communications plan with the addition of a crisis communications plan,
- Sit for my Professional Community and Economic Development Certification in fall 2024
- Add a new event that highlights artisans, excellent food and live music!
- Lead the King Municipal Operations Project

**COMMUNICATIONS AND MARKETING ASSISTANT COURTNEY LANDERS**

**Introduction: Can you introduce yourself and briefly describe your role within the department?**

Hi! I'm Courtney Landers, the communications and marketing assistant for the City of Angleton. I have been in my position for two years but with the City of Angleton full-time for almost five years. One of my roles is to create and share city business, updates and beneficial information with citizens to keep them aware of what is happening in their community. I serve as the backup public information officer if/when my director is unavailable in emergency situations. We often say our department has the most fun job in the city because our department is also responsible for city events such as Angleton Market Days, Concert in the Park, Freedom Fireworks and Heart of Christmas. We work year-round to bring tourism to Angleton and put heads in beds!

**Unique Challenges: What are the unique challenges of operating a municipal department with a small team?**

Small teams often have to prioritize their efforts carefully, choosing which projects and initiatives to focus on. With fewer team members, there's often more work to be done than there are hours in the day. Between the two of us, we have learned each other's strengths and use that to our advantage to remain successful.

**Achievements: Despite the size of your team, what significant achievements has your department made in the past year?**

Our City Manager, Chris Whittaker, along with Director of Communications and Marketing Martha Eighme, are both advocates of continuing education. Martha has earned her Certified Public Communicator designation from Texas Christian University in 2023 and I began my designation to become a certified tourism executive from Texas Travel Alliance Tourism College.

### **Efficiency: How do you ensure efficiency and productivity within your team?**

Remaining efficient in public communication involves several strategies to maximize productivity, maintain consistency and achieve desired outcomes. Our department has established a communications plan and is continuously adding to it. We are planning, creating and finalizing a yearly content calendar. This will help ensure a consistent flow of content across various channels and prevent last-minute scrambling. We delegate tasks and responsibilities between the two of us based on our individual skills and expertise. We empower our team to take ownership of projects and initiatives, fostering a sense of accountability and collaboration.

### **Support: How does your department collaborate with other city departments or external partners to meet your objectives?**

Our communications department collaborates closely with other city departments such as public works, utility billing, city secretary's office, parks and recreation, emergency management and development services to coordinate messaging and initiatives. This ensures consistency and alignment across different areas of city governance.

### **Campaigns: Can you share an example of a successful marketing or communications campaign you've executed with limited resources?**

The City of Angleton applied for a grant with TXDOT in 2023 and one of the requirements was community engagement. We engaged with residents, organizations and businesses that the improvements to the downtown area in Angleton would affect. We spread the word through social media, town halls and local events. We included our city engineer and city manager to help meet and host these outreach events along with us and ended up meeting with 14 different groups over a two- or three-week span.

### **Community Engagement: How do you leverage community engagement to amplify your department's messages?**

Consistency is key in public communications, but it can be challenging for small teams to maintain consistency across all channels and touchpoints. With limited resources, it's harder to ensure that messaging, branding and tone remain consistent over time. Despite these challenges, small teams can overcome them by leveraging their agility, creativity and passion for their work. By focusing on their strengths and finding innovative ways to connect with their audience, small teams can still make a big impact in public communications.

### **Digital Presence: With the rise of digital platforms, how has your strategy evolved to maintain an effective online presence?**

We have evolved our strategies to embrace digital platforms and adapt to changing trends, so our organizations can maintain an effective online presence in public communications and connect with our audience in a meaningful way. Our organization has shifted towards maintaining a presence on multiple digital platforms such as social media (e.g., Facebook, Instagram, LinkedIn). This allows us to reach audiences across various channels where they are most active.

# Thank You Chief Myers, Welcome Chief Morton

Dedication, Leadership and a Changing of the Guard

## **CHIEF SCOTT MYERS**

### **How long have you served this organization?**

25 years

### **What roles (in succession) have you held?**

lieutenant, captain, assistant chief, safety officer, public information officer

### **What makes the Angleton Fire Department unique?**

Angleton Fire is made up of a wide variety of experiences. We have men and women that hold many different roles as careers. Roles ranging from chemical plant operators, electricians, engineers, safety professionals, computer it, law enforcement, EMS, professional firefighters and more. These diversified roles help our department and our city in many ways. When we show up to an emergency, there is a very good chance that someone on that truck works in the field and has some type of expertise pertaining to the emergency. This is what makes the volunteers of Angleton Fire Department unique. Lastly, all of our paid firefighters were leveraged from our volunteer membership. This helps tremendously with training, SOG's / SOO's and continued close relationships between paid and volunteer staff.

### **What is the reason for choosing to step down as chief?**

There are really two reasons. Volunteering for the role as chief/head of department is in itself another job. This is a demanding role that requires 100% attention and flexibility. We do this role all while working a full time job as well. So in essence, we are working two jobs, seven days per week. This is taxing on yourself, your families and your friends. While serving in this role and being trusted by my members to lead them, lead the department and continue forward movement, I was starting to feel the burn out set in. Once this sets in, it is hard to continue a future vision and be the leader that is required for this role. I felt that a new fresh set of eyes, fresh energy and new leadership was the right thing to do for our department. I could not be more excited to see Chief Morton step up and take the reins. Chief Morton and I have worked together for many years and have a lot of the same leadership styles, same visions and work ethics.

Secondly, after 25 years with Dow Chemical Company, I decided to retire from the company and pursue other opportunities. I started a new chapter in life with Freeport LNG with a more demanding role than I was in with Dow. With this said, this new role will likely take a little more time from me likely affecting the time I could give to the chief role. The chief role requires and deserves as much time as you can put into it, and then some. The members of the department deserve it, the city deserves it and the citizens deserve it. This is the second reason that solidified my decision to step down and hand over the reins.

## **What have been your most significant memories and accomplishments while in the organization?**

There is so much. I think the few that have the most impact are...

1. Expanding our paid day crew from 3-5.
2. Replacing our ladder truck.
3. Replacing 1 engine.
4. Replacing 2 brush trucks
5. Adding two high water rescue trucks
6. Working with council to improve our recruitment and retention initiatives. Mainly our pay per call reimbursement program and implementing an annual monthly retirement rates increase for our volunteers.
7. Setting the department and the station up for the next level of 24 hour volunteer coverage.

All of this could not be achieved without the tremendous efforts of the men and women who give their precious time to this department. I always told them, I am a face, I am a voice, I am the one who goes to council and puts together reports, for you. You are the boots on the ground who make all of this work. Without the dedication of these volunteers, and paid staff, we would not be as far along, as we are today. There is still a lot of work to do. I am confident that Chief Morton will settle in and continue our forward movement and prepare us for further growth.

My biggest memory will always be, I was the chief. I was the man that the membership and their families trusted to lead the department, prepare us for the future and ultimately bring them home safe. While it wasn't always sunshine and roses, it was always rewarding.

## **CHIEF NEAL MORTON**

### **How long have you served this organization?**

I have served in Angleton Fire Department since 2000. Twenty four years with Angleton. I also have eight years with Lake Jackson and one year with Brazoria.

### **What roles (in succession) have you held?**

lieutenant, captain, assistant chief, chaplain, training officer, safety officer,

### **What makes the Angleton Fire Department unique?**

Angleton Fire Department is made up of many people from very different walks of life and from varying career paths. These men and women have the skill sets that give us a major advantage when we are faced with the call for assistance from our community. We are made up of volunteer staff and paid staff. We are a team and a family. We may differ in our opinions and may even disagree with each other from time to time, but when we are needed, we come together and take care of business. Our paid staff comes from our volunteer staff which keeps us a very tight group. Our training, both internally and externally, is exemplary.

**What have been your most significant memories and accomplishments while in the organization?**

My most significant memories, which there are many, would have to be watching and participating in our response when our community is in need. Whether it is responding to a major structure fire or motor vehicle accident or even the one-hundred-year floods we had back-to-back...the members of Angleton Fire Department always impress. The one that tops all memories would have to be the fire that could have been very bad for me. I did not realize how close I came to being severely injured or worse until we went back the next day. I firmly believe that God had other plans for me, and it was simply not my time. As for the accomplishments, I would have to say is being elected by my peers to lead this department as chief. There have been so many who have led this department in the past and many others that I have had the pleasure to watch lead other departments. I pray, much like my predecessors probably did, that I can be a positive influence in making this department better than the past and prepared for the future.

**What are your organizational goals moving into this new role?**

I have many goals moving into this new role. Many of them are personal goals that I have for myself such as being a better listener, being more patient and to be as available as possible, not so much for responding to calls but to be available for others or just to simply be a set of ears to listen when someone needs to speak. The other goals for the department would be to continue many of the goals that were started in years past. These include improving our response time to all call, building our equipment inventory so that we stay up with the ever-evolving challenges we face and continuing to improve our training. This leads me to the biggest goal which would be for all of us in Angleton Fire Department to become better as fire fighters, officers, friends, and most importantly, family.

# Candidates for Council Positions

## Sharing Their Vision

### **BRANDON TURNER RUNNING FOR CITY COUNCIL POSITION 1**

#### **Can you tell us about your background and what motivated you to run for city council?**

I was raised in the City of Angleton where I graduated from Angleton High School in 2009. After completing high school, I went to work for the Texas Department of Criminal Justice for the next 4 years. I would soon find myself in a scheduling conflict to pursue my passion. I changed jobs and went to work in the chemical plants as a security supervisor while attending the Brazosport Collage Police Academy in 2017. After graduating from the police academy I began working for the Brazoria County Sheriff's Office as a jailer. I worked my way up where I am currently a patrol deputy assigned to the central district. It has been an honor to serve and protect the citizens of not just Brazoria County but the City of Angleton where I live with my wife and raising our four wonderful children. I have called the City of Angleton home my whole life and want to help it prosper for the future of this great city we all call home.

#### **If elected, what would be your top three priorities for our city, and how do you plan to address them?**

If elected my top three priorities would be 1. Public Safety: I would make sure they have all the resources they need to get the job done, 2. Infrastructure Improvements: budget and plan for better structure and 3. Promotion of Small Businesses: by keeping tax dollars in Angleton.

#### **What do you see as the biggest challenge facing our city today, and conversely, what is our biggest opportunity?**

The biggest challenge Angleton faces today is growth due to everyone wanting to keep the small town lifestyle, I agree however with growth brings more economic expansion. I want to help grow Angleton while keeping the small town vibe. I do not want to Houston our Angleton. I help protect these streets, now let me help fix them.

### **CHRISTIENE DANIEL RUNNING FOR CITY COUNCIL POSITION 1**

#### **Can you tell us about your background and what motivated you to run for city council?**

I have been privileged to serve as Angleton City Councilwoman - Position 1 since 2022. My grandparents grew up in Angleton, my husband graduated here in 1998 and we always knew we were going to raise our three children in Angleton. I have a Bachelors in Mathematics from University of Houston—Clear Lake and have been blessed to be a stay-at-home mom. I began serving our community as a child volunteering at Cypress Woods Care Center with United Way, caring for our elderly. Small business is the heart of Angleton, and I am an Ambassador for the Angleton Chamber of Commerce to help in any way I can. I also volunteer at the Military Moms & Wives of Brazoria County, Habitat for Humanity, my children's school, am the vice president of the Angleton Danbury Lions Club and help educate elementary students through Junior Achievement.

My focus has always been on infrastructure improvements, supporting our city staff and first responders, and promoting responsible growth to preserve our small town feel that benefits Angleton without burdening our citizens. Rapid growth is taxing our aging infrastructure and creating traffic headaches. We must continue to prioritize fixing our issues and hold developers accountable. There must be more

give than take when it comes to our precious land and resources. I am seeking re-election to continue being an advocate for our citizens and continue the work I am passionate about.

**If elected, what would be your top three priorities for our city, and how do you plan to address them?**

Continue strengthening our infrastructure: drainage, sewer, roads, sidewalks

Promote responsible growth: more benefits for Angleton and less burden

Preserve our hometown feel: Keep Angleton, Angleton

Many of my decisions on city council have addressed my top three priorities. Time and again, I have voted to improve drainage, sewer lines, roadways and address ADA compliance in downtown. My push for responsible growth has seen wider streets for emergency vehicle access along with further house setbacks to alleviate parking issues and have more space between homes, and developer agreements that favor Angleton and the citizens who live here. I want our children to grow up, still recognize Angleton as their home and want to raise their families here.

**What do you see as the biggest challenge facing our city today, and conversely, what is our biggest opportunity?**

The surge in developments has created growing pains for our city, and has given developers an unfair advantage instead of being mutually beneficial. I want to be more proactive and less reactive. Our challenge is to play catch up on the strain that has been created and have a firm hand with future development agreements in order to put Angleton first. With welcoming the new families to our town, Angleton has an opportunity to attract new businesses that our citizens deserve. Business owners and entrepreneurs see the growth that has occurred and know we have needs to be met. Our city works with businesses from start to finish to make Angleton their new home.

**TERRY L. ROBERTS RUNNING FOR CITY COUNCIL POSITION 3**

**Can you tell us about your background and what motivated you to run for city council?**

I attended Angleton schools and have lived the majority of my life in Angleton. I am an Eagle Scout and proud past member of the Purple Pride Band, making All-State my senior year. I have also been a past president with the Angleton Little League. I worked at the Dow Chemical Company for 34+ years, retired and continued working the same job for Kelly Services. My work at Dow is mainly working with capital projects specializing in the instrumentation and electrical disciplines, and work with other disciplines as well. I have also served on two boards for the City of Angleton, the board of adjustments, and the parks and recreation board. I am married to Pam and have two kids and six grandkids. I was appointed to the city council in May of last year to fill a vacancy. I would like to remain on city council to provide input for the city's direction currently and in the future. I am at a time in my life where I have more time to get involved and give back to the community. I love the small town appeal for Angleton and will continue to support that.

**If elected, what would be your top three priorities for our city, and how do you plan to address them?**

Infrastructure: One of my top priorities is to address Henderson Road. There are other streets that need addressing as well, but we have reached and surpassed what Henderson was designed for and doesn't

provide required sidewalks, putting our kids in the street and at risk. This project will cost millions of dollars and we need to go after every grant and bond available to complete this and not stretch it out over 10-15 years. There are also some issues with our existing water and sewer systems which some of our pipes have reached end of life and will need replacing. Our current sewer plant is at or near capacity and the city will need to add another one in the future.

Growth: I believe in growth, but in moderation. We need to make sure our infrastructure can support any new growth. Any new growth that requires infrastructure improvements should be covered by the developers and the new home owners, not the current tax payers. We also need to go back and verify what impact the new developments have had on our existing infrastructure. This includes the amount of construction trucks on our streets, possible flooding older neighborhoods and traffic congestion, along with any water pressure or sewer issues.

Taxes: We need to keep the taxes with no/as little increase as possible. I support helping elderly, disabled, our Veterans and homesteads with exemptions.

**What do you see as the biggest challenge facing our city today, and conversely, what is our biggest opportunity?**

Challenge: We need to catch up with our growth and get a better understanding of PID's and MUD's. I believe there would have been better choices with some of our previous developments if more knowledge had been available at that time. We also need to continue to work with the developments to make sure that they comply with the development agreements. Our current city buildings are also aging. We recently added a (new) annex building, currently adding a new public works building, the police department building also needs improvements and our animal shelter is in extremely bad shape. We have looked at a couple of designs on the animal shelter, but the price tag is high. We are looking at different alternatives.

Our biggest opportunity is to solicit for commercial and industrial growth. We need larger stores akin to the HEB in Manvel or Kroger's in Clute that will also pull in smaller stores and we have excellent land spots available. Reaching out to industrial businesses and showing that we have rail available, a port nearby and could provide easy access by Hwy 288 to Houston and other locations, is a feather in our hat and should promote as much as possible.

**BLAINE SMITH RUNNING FOR CITY COUNCIL POSITION 3**

**Can you tell us about your background and what motivated you to run for city council?**

I am a lifelong Angletonian; I was born here, I was raised here, I went to school here and I stayed here. Now, I am raising my daughter here in the heart of Brazoria County. I currently serve our community on several boards in and out of the city, but I decided that there was still more to do and more I could do. I am running for city council because I was taught early on that if you want something changed, you better get up and do something about it.

**If elected, what would be your top three priorities for our city, and how do you plan to address them?**

One of my priorities is promoting sustainable growth. It is no secret that the 288 corridor is growing rapidly. Many cities in northern Brazoria County have seen or are expecting their population to more than double. We cannot let that unmitigated growth seep into our community by caving to the pressures of developers and out-of-state property buyers. As councilman, I will always put our residents first, and fight against reckless growth.

Another priority I intend to address is help grow our first responders force.

With the growth coming from Houston calls

For a need to pay more attention to our First responders and their needs to do the job effectively and safely.

One more priority I have is to encourage economic restoration. While our west end continues to see a boost in business and development, our east side is getting left behind. Many of the buildings on Mulberry have been vacant for years, and nothing has seemed to change that. What I am proposing is a new city board called Restoration Angleton that will address areas of our economic development that could use some attention and assistance.

There are many other things I intend to work on, including public safety initiatives, but these are my top three priorities as of now.

**What do you see as the biggest challenge facing our city today, and conversely, what is our biggest opportunity?**

One of our biggest challenges is infrastructure. Specifically, we need to ensure our current framework is up-to-date and in working condition before we focus on building new roads, new neighborhoods, new drainage, new sewage, et cetera. As far as roads go, we should enhance our thoroughfares—the main roads connecting parts of our town—so our residents can get from one place to another without too much hassle. Henderson road is a great example.

I mentioned sustainable growth earlier, and I want to be clear that I am not anti-growth—but we need it to be responsible. Our greatest opportunity is that we have time to get this right. We can ask the hard questions, we can require developers and incoming businesses to meet our standards and exceed our expectations and we can work on our current needs before stretching beyond our current means.

I want to add to our current council and the work they have accomplished thus far!

**JEFF SIFFORD RUNNING FOR CITY COUNCIL POSITION 3**

**Can you tell us about your background and what motivated you to run for city council?**

I have lived in the community for 40 years. I worked for the City of Angleton for 34 years.

I began my career with the city as a maintenance technician on the water crew and retired in January as director of public works. Those 34 years gave me a lot of knowledge and experience with infrastructure, water, sewerage, streets and drainage.

I love my small community and would like to keep it that way. Angleton isn't only home for me, it's home for my family and friends. I want to give back to the city that has given me so much.

**If elected, what would be your top three priorities for our city, and how do you plan to address them?**

I want to decrease the financial burden of the citizens, develop impact fees.

Improve and prioritize infrastructure.

I want to make sure our community is safe, with safe city facilities and parks that everyone can enjoy. I know how important it is to give our law enforcement and first responders what they need to protect our community and go home safely every day.

**What do you see as the biggest challenge facing our city today, and conversely, what is our biggest opportunity?**

I have worked on many city budget's, managing the needs of the community and spending tax payer dollars with rising costs will be challenging.

I believe the biggest opportunity is the chance to attract new businesses, commercial and industrial to Angleton. We have an expanding population that could be served well.

**TANNER SARTIN RUNNING FOR CITY COUNCIL POSITION 5**

**Can you tell us about your background and what motivated you to run for city council?**

I specialize in the service, repair and reliability of gas compressors, turbomachinery and related industrial equipment as a technical sales advisor and account manager. This position allows me to engage with people of diverse backgrounds and at multiple levels of corporate leadership across the Texas mid-coast region.

I attended but did not graduate from Angleton High School. After quickly obtaining a GED, I attended Brazosport College for multiple technical preparation courses along with basic educational classes. Additionally, I began studying independently, a hobby I continue to this day.

While I have worked in lawn service, the food industry and home-building, I started my career as an industrial tradesman working with my hands for contract organizations. Over the past two decades, I have worked to become an industry focal point. Most recently, I was employed by Dow as a mechanical reliability lead. Through diligent labor, a powerful work ethic and a "can-do" attitude, I have elevated my career.

Throughout my career, I have utilized my abilities to train others, encouraging them to reach personal and professional goals. I also work and partner with local small businesses to aid with business development and growth.

Altogether, my eclectic experiences coalesce into a well-rounded individual with a wealth of knowledge and abilities who can communicate and work with a wide variety of individuals, groups, businesses and corporations. I excel at reviewing/learning information, researching, collaborating, compromising, staying on task and finding solutions. Each of these attributes would guarantee that I would be an indispensable asset for Angleton City Council.

Serving on city council has allowed me to help preserve the Angleton that we all love while making changes for the better. I was open in my intention to run for election when I was appointed in October. I was selected by the current council to focus on infrastructure, regulation of growth and budget. I want to continue to promote objectives that represent the people who live in our city. Overall, I have a vested desire to see our town and its citizens prosper. My family has lived here for generations with plans to stay for many more. As the incumbent, maintaining my seat at position 5 on city council will allow me to continue the precedent of securing Angleton as the heart of Brazoria County.

**If elected, what would be your top three priorities for our city, and how do you plan to address them?**

My top three priorities for the city are as follow:

1. Reducing discretionary spending to support improvements.
2. Guiding improvements to the city's infrastructure while being mindful of the budget.
3. Rejection of any proposed developments within the area that would require tax increment reinvestment funding.

**What do you see as the biggest challenge facing our city today, and conversely, what is our biggest opportunity?**

The citizens have felt unrepresented at a state and national level. Over the past five to ten years they've noticed this come home. I strongly believe in opposing incentivized development the citizens have shown opposition to. Focusing on infrastructure improvement and fiscal responsibility will provide an opportunity for our city government to regain the trust of the community.

**JASON PEREZ RUNNING FOR CITY COUNCIL POSITION 5**

**Can you tell us about your background and what motivated you to run for city council?**

My back ground is a simple one, I have served as a councilman for 13 years spanning over a 24 year period, and most recently served as mayor from 2017 to 2023. I work at Phillips 66 as an emergency response specialist since 2015. I am involved in several civic organizations as a member or a board chairman. With those involvements it has helped me become a leader and forward thinker, and a results oriented individual. I am running to get back on council, due to my passion to serve the community but further more a voice and an ear to the citizens, from all the corners of this community. Quite frankly I miss it. Not to mention, I want to still be a part of steering this community on the growth path for success. Growth is inevitable, only due to natural progression of communities in and around metroplexes. But lastly, there a few projects that were started in my last year as mayor that I want to see completed, made a priority, and there were a few projects I was not able to help get on the table that I feel are important and want to be a catalyst to get them going.

**If elected, what would be your top three priorities for our city, and how do you plan to address them?**

Once again, projects would be the priority, street improvements. Continue on the plan of mobility on major streets, Henderson Road for instance. We have to start finding a funding plan, which could take years, but this should be a priority. Secondly, as mayor I heard about our aging infrastructure in the older parts of town, which we have done many projects over the last few years to help with that, but it is a bigger project. Aging sewer and water lines need to be assessed and once again, funding plans for two, three, five years need to be created and executed. Lastly, drainage, strides over the last many years have been taken in concert with Angleton Drainage District, which has done huge improvements. With the "heavy thunderstorms" we have had over the last few years, street flooding has only been occurring, which is how our drainage is designed. As mayor, did I once get a call or told a house had been flooded. Nuisance flooding of our streets occur, and with our development of new neighborhoods, I will still make sure that the current drainage standards are implemented and does not impact around them. I know you asked for three, but there is one big one, commercial/retail growth. I'll leave it at that.

**What do you see as the biggest challenge facing our city today, and conversely, what is our biggest opportunity?**

Our biggest challenge is our biggest opportunities, growth and meeting the needs of our residents. To this day, I still hear it, "why don't we have this, why don't we have that? Why do I have to travel to other areas of the county to get certain goods and services?" That is a challenge and of course a discontent with some in our community. We will always have both sides of that argument, not everybody wins, but what I have learned as mayor and a leader is that there is compromise and there has to be peaceful and respectful discussions when these topics come up. Zoning is the driving force, which was set by all the city leaders before me, not to mention, I am a believer, that government should not totally dictate what a property owner can and can't do with his property. If that is someone's nest egg or retirement opportunity, then we should not block that. Now there is some caveats to that, for example, a concrete company should not be built between two subdivisions. Is an extreme example, and I will leave you with this, there is the argument of keeping Angleton small or letting it grow. I am a firm believer, there are new generations coming to Angleton and new generations growing here, with that come new ideas and new traditions. And I will always be open and forward thinking to this community's future.

# More Options

## Welcome New Businesses

### DOT TO DOT BAKING

#### **Why did you choose Angleton for your new business?**

I feel as if Angleton didnt have a business like this and was something I've wanted for this area for a while now; the combination of a bakery and cafe.

#### **Why did you choose this line of business?**

I baked from my home for three and a half years before I opened my storefront. The current menu is an enhanced version, of my home-baked menu. Items such as decorated cookies, cupcakes, cakes, cinnamon rolls and more. I wanted to add my favorite foods, so I combined the two.

#### **What is special about your business? What makes it stand out from the competition?**

My business is special because there's not a bakery in town other than the retailers and grocery stores. The menu is made up of specialty items also. We offer baked goods, brunch and lunch items; biscuits and sausage gravy, avocado toast, Adi's burger (patty and an egg), fresh salads, wraps and sandwiches. I take custom baking orders for all special events and we offer catering.

I'm also working on an event room for smaller gatherings/meetings for personal use or business.

#### **What does it mean to you to have a small business in Angleton?**

The location is special...it is close to where I grew up...full circle. I still live in Angleton, so I'm close to home. The combination of a cafe with baked goods isn't something this area had til now!

### THE HANG OUT

#### **Why did you choose Angleton for your new business?**

I was born and raised here and I have enjoyed bringing different concepts to my home town over the past 15 years. I love my city and I have been blessed with loyal patrons!

#### **Why did you choose this line of business?**

I graduated college with a finance degree, decided it wasn't for me lol. Then went the construction/development route until 2008. But I've always wanted a restaurant. Entrepreneurship has always been my calling. I've been saving and gambling ever since! Joking aside, putting all your money into something and hoping people like it is a gamble.

Restaurant business is tough, especially after the pandemic. 80% fail in the first six months (non-pandemic). Not the smartest business decision with a survival rate of 20% lol but thankfully we have had some success catering to our community.

#### **What is special about your business? What makes it stand out from the competition?**

It's the ambience. It's the atmosphere. It's years of hard work figuring out what my locals want and making it happen...and making it delicious.

## **What does it mean to you to have a small business in Angleton?**

Born and raised here. I have been blessed to bring some cool ideas to my hometown; some have worked some haven't.

It's been a rewarding experience either way.

## **What else do you want to tell residents of Angleton about The Hang Out?**

It's a very chill spot, family and pet friendly. We have a BIG playground and the best seafood boil in a 100 mile radius!

But also we have concession foods (My buddy Matthew swears the Frito pie is heavenly!)

We also have classic Cajun staples (chicken & sausage gumbo, seafood etouffee, boudin, red beans & rice)

We are adding our own burger food trailer soon!

We also have food trucks that offer a variety of food!

## **WINGS OVER TEXAS**

### **Why did you choose Angleton for your new business?**

Wings Over Texas has been a popular staple in our area—Clute, since we purchased the business in 2018 we have received countless requests for a secondary location. Angleton, being the Heart of Brazoria County, seemed like the ideal place to start with our expansion throughout Brazoria County.

### **Why did you choose this line of business?**

My family and I have been in the restaurant industry for nearly 29 years, it is a passion of ours to serve our community. We started back at Cafe Laredo then Cafe Annice, Table 24, The Wayside Pub and now proud owners of Wings Over Texas Clute and Angleton, along with our sister restaurants Downtown Tacos, Backyard Patio Bar and Grill and Bodega.

### **What is special about your business? What makes it stand out from the competition?**

We value our service and relationships with our customers, as owners we operate our business, the family atmosphere, our menu is what makes our business stand out from our competition, Even though we are a wings restaurant, our menu does still feature a variety of other food options. A few of our popular dishes that don't include wings are chicken fried steak, street tacos, burgers, fried shrimp and fish.

### **What does it mean to you to have a small business in Angleton?**

It means we are part of a great community, to be able to serve them through our business is a huge blessing and the most gratifying feeling of all. We all enjoy food daily and that is what we all have in common.

### **Anything else to the residents of Angleton?**

We are so thankful for the wonderful support the community has shown our small business, we will continue to strive to serve Angleton delicious food and exceptional customer service.

## **LEGACY & CO**

### **Why did you choose Angleton for your new business?**

Originally, we opened The County Seat Barbers here in Angleton. Since after all, Angleton is the county seat. Due to rebranding, keeping our business in Angleton as our hub not only made sense, it is a pleasure to be in a city with so much potential to grow. At Legacy & Co, we believe our mission as a brand is to make an impact on the community fueled by a commitment to excellence and service, in the pursuit of a meaningful life.

### **Why did you choose this line of business?**

This line of business not only allows us to perform traditional style barbering services for anyone in need of a barber's service, it also allows us to be intentional and impactful to our community. Everyone gets a haircut or a hair service for all the events in their life. We are honored to be able to serve them, whatever stage of life they are in.

### **What is special about your business? What makes it stand out from the competition?**

We are proud that our business has purpose on is on a mission. This allows us to be innovative and original. Because of the experience that has made us into the owners of Legacy & Co, we are able to train and provide opportunity to our staff that is also beneficial of bettering themselves as well as bettering our community through our service by being intentional and personable.

### **What does it mean to you to have a small business in Angleton?**

Having a small business in a growing town such as Angleton means the world! The opportunities are endless, and this community shows up in big ways by showing love and support to small businesses like us and others in our community.