



**The Ministry of Both/And Redux  
with Rev. Kim Mason  
April 2nd, 2023  
Order of Service**

<b>Ringing of the Bowl</b>		Jess Green
<b>Welcome and Announcements</b>		Jess Green
<b>Prelude</b>	<i>Rhosymedre</i> by Ralph Vaughan Williams	Earl Naylor, Organist
<b>Call to Worship</b>	<i>Meditation on Opposites</i> by Zr. Alex Kapitan	Rev. Kim Mason

**Hymn #323 Break Not the Circle**

*Break not the circle of enabling love  
where people grow, forgiven and forgiving;  
break not that circle, make it wider still,  
till it includes, embraces all the living.*

*Come, wonder at this love that comes to life,  
where words of freedom are with humor spoken,  
and people keep no score of wrong and guilt,  
but will that human bonds remain unbroken.*

*Join then the movement of the love that frees,  
till people of whatever race or nation  
will truly be themselves, stand on their feet,  
see eye to eye with laughter and elation.*

<b>Lighting the Chalice</b>		Jess Green
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**Sung Response**

*There is always a light  
When we are ready to see it  
There is always a light  
When we are ready to be it  
To see the light, to be the light*

*To raise our eyes in the dark of night  
To climb this hill  
Together, we will - Be the light*  
Words by Amanda Gorman, Music by Lea Morris

**Story for All Ages** *Neither* by Arlie Anderson

**Children’s Recessional #118 This Little Light of Mine**

*This little light of mine, I’m gonna let it shine.  
This little light of mine, I’m gonna let it shine.  
This little light of mine, I’m gonna let it shine.  
Let it shine, let it shine, let it shine.*

**Canvass Affirmation** Jama Dodson

**Canvass Update** Emily Jaycox

**Joys & Concerns** Rev. Kim Mason

Submit Joys and Concerns online at <https://forms.gle/WiHevqVTkCc3dWmC7>

**Pastoral Prayer** Rev. Kim Mason

**Sung Response #123 Spirit of Life**

*Spirit of Life, come unto me.  
Sing in my heart all the stirrings of compassion.  
Blow in the wind, rise in the sea;  
move in the hand, giving life the shape of justice.  
Roots hold me close; wings set me free;  
Spirit of Life, come to me, come to me.*

**Readings** *I Cannot Prove to You that I am/ We are Human* Jess Green  
by Rev. Theresa Ninan Soto

**Call for the Offering** Rev. Kim Mason

Text the dollar amount you wish to give to this number: 833-649-0088

**Offertory Music** “*This is Me*” by Benj Pasek and Justin Paul Oliver Dowden, soloist

**Sermon** The Ministry of Both/And Redux Rev. Kim Mason

**Closing Hymn #1053 How Could Anyone**

How could anyone ever tell you - you were anything less than beautiful?  
How could anyone ever tell you - you were less than whole?  
How could anyone fail to notice - that your loving is a miracle?  
How deeply you're connected to my soul.

**Closing Words**

Rev. Kim Mason

**Extinguish the Chalice**

Jess Green

**Postlude**

*Praeludium in A Major* by Johann Walther

Earl Naylor, Organist

**Serving Us This Morning**

**Ushers: Kathy Wire and Lisa Ross**

**Greeters: Susan Lammert and Norma Vogelweid**

**AV Assistant: Pamela Geppert**

*We thank Esley Hamilton for donating this morning's flowers.*

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**MUSIC NOTE**

**Johann Gottfried Walther** (1684 –1748) was a German music theorist, organist, composer, and lexicographer of the Baroque era. Not only was his life almost exactly contemporaneous to that of Johann Sebastian Bach, he was the famous composer's cousin.

**Welcome to this religious community  
where we affirm the dignity, worth, and freedom  
of all who enter our doors.**

Here we seek to live together in relationship and respect so that we may embrace and celebrate our differences. Understanding that we need not think alike to love alike, our religious values invite us to a shared journey of truth and meaning. Sincerity and connection guide our religious community, and call us into deeper association with ourselves and our world.

We welcome people of all ages, races, classes, ethnicities, abilities, sexual orientations and gender identities. First Unitarian Church of St. Louis is a *Welcoming Congregation* committed to the inclusion of LGBTQIAA+ individuals, families and communities in the life of our congregation. We are a *Green Sanctuary Church*, committed to sustainable practices and ethical consumption on our building and grounds.



# First Unitarian Church of St. Louis Yellow Pages

Weekly News from First Unitarian Church of St. Louis, Sunday March 26th 2023

## Worship Service

This Sunday March 26th, 2023

### The Ministry of Both/And Redux with Rev. Kim Mason

Simone de Beauvoir invites us to tolerate the ambiguity inherent in human nature and to focus our attention on an ethic of care rooted in advancing the freedom of all. How does such an ethic invite trust and expand possibilities for mutual thriving?

Read this Sunday's Order of Service (<https://tinyurl.com/325aapyw>)

Watch This Service on YouTube! (<https://youtube.com/live/PLIX9Qzzqxs>)

Join Virtual Coffee Hour After Service!

(<https://us02web.zoom.us/j/81842582434?pwd=dThVUXR1clhTMVBFbmRYa0l3OVlKZz09>)

## Joys and Concerns

### Concerns

*Sending healing thoughts to...*

*long time friend **Jim Vogt**, who is in the hospital after a recent surgery.*

***Donald Jeffries**, who is recovering from a recent injury.*

***Karen Siegrist** who is going into the hospital for high dose chemo treatment.*

***Judy and Jeff Till** who are both recovering from COVID.*

*Our sympathy to **Mike Lunter** whose brother-in-law died on March 12th.*

As a church community, each of us is an integral part of the care and concerns network. SHARE a Joy or Concern with us by clicking the button below or email your joy or concern to [careandconcern@firstuustlouis.org](mailto:careandconcern@firstuustlouis.org) Share a Joy or Concern (<https://forms.gle/c4VnpozjVLhOoJff7>)

## Religious Education This Sunday

**Story for All Ages** *Neither* by Arlie Anderson

Children and Youth are encouraged to attend service with their families. **There is no RE Class this Sunday.**

**Children and Youth are encouraged to attend service with their families.** The Nursery is open for childcare.

## Events After Service

### Religious Education Wing Roof Repair Presentation

**Sunday 3/26 11:30 am to 12:30 pm**

The RE wing roof needs to be replaced! This presentation will explain the plan to repair the roof in anticipation of an upcoming congregational vote on funding (April 23rd). Please attend so you can be an informed voter!

## **This Week at First UU STL**

### **Monday March 27th**

6:30 pm - 8:00 pm Church Council (online)

### **Tuesday March 28th**

12:00 pm - 2:00 pm Women's Alliance (Fellowship Hall and online)

5:30 pm - 7:00 pm Canvass Committee (online)

7:00 pm - 8:30 pm UUA Common Read Discussion Group (C1 & online)

### **Wednesday March 29th**

7:30 pm - 9:00 pm Choir Rehearsal (Sanctuary)

### **Thursday March 30th**

6:30 pm - 8:00 pm First Church Community Fund (online)

### **Saturday April 1st**

9:30 am - 12:00 pm Gardening Day

10:00 am - 11:00 am Black Lives Matter Social Witness

### **Sunday April 2nd**

10:00 am - 11:00 am Worship Service (Sanctuary & Online)

11:15 am - 12:30 pm Canvass Brunch (Fellowship Hall)

11:30 am - 12:30 pm Welcoming Congregations (Dodson Room)

## **Next Sunday Worship Service**

Sunday April 2nd 10am - *Desert Journey* with Rev. Kim Mason

As the Israelites fled enslavement in Egypt, they left behind everything they knew. We explore the Passover story for lessons on surviving the grief that comes with any life transition.

## **Designated Collection This Sunday**

### **St. Martha's Hall**

St. Martha's Hall provides emergency shelter services for women and children as well as education and counseling to break the cycle of abuse. Nominated by Kimberly Perry

## **Upcoming Church Events**

### **Black Lives Matter Restart**

#### **Saturday March 25th, 10:00am**

Gather on Kingshighway alongside our church building. Bring signs and appropriate gear for the weather. This event is coordinated by the Toward Justice Group and Kevin Kellogg is the coordinator.

## **Congregational Building Update Meeting (Sanctuary & Online)**

Sunday 3/26 11:30 am to 12:30 pm (in person and online)

Tuesday 4/4 6:30 (online only)

The RE wing roof needs to be replaced! This presentation will explain the plan to repair the roof in anticipation of an upcoming congregational vote on funding. Please attend so you can be an informed voter! For more details, please see the President's Corner below.

### **Lecanemab- the New Alzheimer's Treatment with Dr. Stan Birge**

**March 28th at 1:00PM (Fellowship Hall and on Zoom)**

On January 6, 2023, Lecanemab, gained accelerated approval from the US Food and Drug Administration (FDA) for the treatment of patients with early Alzheimer disease. Dr. Stanley Birge, a noted physician will be presenting a program on this timely topic.

This program is sponsored by the First U of STL Women's Alliance. All are welcome to attend this free program. If you are not a member of the Women's Alliance and would like the Zoom link or a copy of Dr. Birge's handout before the presentation, please contact [lhunt@firstuustlouis.org](mailto:lhunt@firstuustlouis.org) (mailto:lhunt@firstuustlouis.org)

### **Gardening Day**

**Saturday April 1st, 9:30am**

It is spring and the Landscaping Committee needs your help! Please meet in front of the church at 9:30am. Bring gloves, a water bottle, and any tools you have.

### **Canvass Brunch (Fellowship Hall)**

**Sunday, April 2nd 11:30 am**

On Sunday, April 2nd we will celebrate the conclusion of our annual pledge canvass with an all church brunch! This brunch will be in Fellowship Hall after worship service.

Help Needed!

Just as Canvass requires all of us, so too will this brunch.

Baked Goods and Fruit Salad

Sign up Here: <https://forms.gle/iZbTwY3heEq4pwzZ9>

Set Up & Take Down

Sign up Here: <https://forms.gle/AmAyeFr7iG5RfUoo8>

### **Saturday April 15th 6pm: Trivia Thru the Decades!**

**First UU of St. Louis 2023 Trivia Night**

Test your knowledge and have fun with your friends, all while supporting our religious education program. A table of 8 is \$200 or individual tickets are \$25. Click the button below to register and pay for a table or individual ticket.

Register for Trivia Night 2023! (<https://first-unitarian-church-of-st-louis.square.site/>)

### **ARREST III: Economic Justice**

**April 20th, 27th, May 4th and 11th 7-9pm**

In this workshop series we will examine the structure of our current economic systems and unpack some of the underlying assumptions that create or widen the economic disparities. Understanding the causes of the economic disparity along racial, ethnic, and sexual lines can help us address these disparities in more productive ways. All sessions are currently scheduled to be held via Zoom.

Register for ARREST III: Economic Justice

([https://docs.google.com/forms/d/e/1FAIpQLScgvqY\\_RC2kv8Wo2OAAM3-PtzjLxeHCr25YpJolznXBxwNAsw/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLScgvqY_RC2kv8Wo2OAAM3-PtzjLxeHCr25YpJolznXBxwNAsw/viewform?usp=sf_link))

## **Church News**

### **Canvass 2023-2024 - Sustain the Flame**

Our canvass theme for 2023 is 'Sustain the Flame'. In the spirit of good stewardship, we are all asked to make a responsible annual pledge to keep our church open and thriving. Pledges are essential in operating and maintaining our building in good repair, fairly compensating staff, and maintaining and providing quality worship experiences and programming.

Pledge Now! (<https://lyhunt56.wufoo.com/forms/z10ghj1r05ra81k/>)

### **Urgently hiring Nursery Childcare Worker**

Part Time Sunday 9:30am-12:30am

Must be 18 years old or older. \$15/hour

Please send resume to [dkozem@firstuustlouis.org](mailto:dkozem@firstuustlouis.org) (mailto:dkozem@firstuustlouis.org)

View Job Description

(<https://www.firstuustlouis.org/sites/default/files/Nursery%20and%20Child%20Care%20Provider%202022.docx.pdf>)

### **Minister's Column - Generosity**

**by Rev. Kim Mason**

Confession time. When I first saw the proposed Article II values, I wasn't sure I liked them. Initially, all I received was the diagram and I immediately thought, "How am I going to explain that?" Then when I read the full report and understood the new Article II to be an articulation of our values, I really got on board. Just as we had a discussion in January about the values of First Unitarian STL, this is a statement of our explicit values as Unitarian Universalists. LOVE it.

I could write a whole piece on each value, but the one that is timely is Generosity. Here is how Generosity is explained as a value in the Article II Study Commission report: "Generosity. We cultivate a spirit of gratitude and hope. We covenant to freely and compassionately share our faith, presence, and resources. Our generosity connects us to one another in relationships of interdependence and mutuality."

Our generosity connects us to one another in relationships of interdependence and mutuality. If that's not a definition of church, then I'm in the wrong field. I remember during the pandemic when neighbors checked on each other, when friends ran errands for folks with COVID, when membership called each person in the congregation. We realized in those first months that we needed each other - that it was only by our communal efforts to keep each other safe that we would make it through. That is interdependence.



I see it here at church all the time. The same people who provide rides to appointments one month need a ride the next month. We may assist with a memorial service reception one year and need help for a memorial service reception the next year. Interdependence is both giving and receiving - it is a relationship of reciprocity. When our efforts support our common thriving, then we are in a relationship of mutuality.

Where and how are you sustained by First Unitarian? Where and how are you sustaining the church? How are we thriving together? When we build systems of reciprocity and mutuality we are living into our UU value of generosity. During this pledge Canvass, you're invited to consider the ways in which you give and receive here at First Unitarian and how we live into a UU value of Generosity together.

You can schedule pastoral appointments with Rev. Kim at your convenience. Click the button below and choose the date that works best for you - no account necessary.

Schedule an Appointment with Rev. Kim Mason (<https://calendly.com/kmason-7>)

### **First Unitarian Church of St. Louis Policy Board Meeting Summary 13 March 2023 Virtual**

**RE Roof Repairs.** President Steve Wilke summarized the roofing contract status and the Finance Committee's recommendations for funding options, which he has since outlined in an email sent to the congregation on Tuesday, March 21: <https://www.firstuustlouis.org/sites/default/files/Building%20Update.pdf> Time is of the essence: the longer we wait to act, the more damage will be done. Barch can only guarantee its quote for a limited time; postponing the decision could cost us thousands more. Given these circumstances, the Board took the following action:

Norma Vogelweid motioned that we approve the Barch Roofing bid, Susan Lammert seconded. Seven voted in favor, none opposed. **Motion passed.**

In order to pay for these repairs, the Finance Committee recommends that money be withdrawn from the Endowment to cover the cost, an action that requires congregational approval. Alison Lamothe motioned that we approve seeking congregational approval to take the necessary funds to pay for these repairs from our endowment, Norma seconded. Seven voted in favor, none opposed. **Motion passed.**

### **Board Training: Change is Hard, Even if it's the Promised Land**

For this month's training we were asked to watch three videos with an optional fourth.

The first was *Rollercoaster of Change*, presented by Gil Rendle (2007). He reminds his audience that while growth might generate excitement, change always involves loss. This is why people resist it; there is comfort with the familiarity of how we are used to doing things.

He describes three stages of change: 1) letting go of the old; 2) a confusing, in-between time, and 3) beginning anew. This last stage is where proponents of change would like to begin!

A challenge for people in leadership is that usually we are ahead of other members of the congregation when it comes to change. Congregants might still be processing their difficult feelings while we might be embracing the changes we have proposed. They will need to be able to talk to us; we will need to listen to them. Eventually, however, the time comes for leaders to say, “let’s go.” This takes courage. Rendle described this as “the Exodus moment: you’re leading members into a wilderness of the unknown and unfamiliar.” Looking backward, Cathy recalled our church’s long low moment after the departure of our long-term settled minister, associate minister and RE director. Looking forward, Rev. Kim would like to work on building congregational tolerance for future low moments on this rollercoaster.

The next video was *Adaptive vs. Technical Challenges: A Case Study*, by David Pyle (Leaderlab/UUA.org, 2018). Pyle described a technical problem as one that can be clearly defined and for which knowledge exists to fix it. A mixed problem is clearly defined but its solution may be harder to define, and may or may not be known. (Our need for roof repairs is a mixed problem: we know what the problems are, but we have had to decide how we will address it; with the help of the congregation, we will have to decide how we will finance the fixes we have just approved.) An adaptive problem is one whose definition is unclear and the solution is unknown; it requires solution by a learning community. Adaptive problems require the adaptation of human relationships, always a hard, messy process.

The third video was *Adaptive Leadership: 6 Key Concepts*, by Renee Ruchotzke. She defines these concepts as follows:

- 1) **“Get on the balcony,”** in essence, get the big picture;
- 2) **Productive disequilibrium.** Ruchotzke believes that adaptive challenges are best addressed while we are in a space of “productive distress,” which she places between un-challenging stability that doesn’t call us to action and an overwhelmed state in which we cannot function. Within a congregation, good leadership can broaden our range of productive distress.
- 3) **Work avoidance.** If we treat an adaptive challenge like a technical challenge, there are many ways we can create busy work for ourselves that doesn’t bring about an actual solution to our problem.
- 4) **Giving the work back.** Adaptive leadership and problem-solving require time, and struggle.
- 5) **Regulating the heat.** We need to give people time to talk in order to cool things down.
- 6) **Powerful questions.** The third video ended here; a fourth optional video explored this concept further.

## **New business**

As noted in her Minister’s Report, Rev. Kim is struggling to make it to Fellowship Hall on Sundays. By the time she leaves the receiving line after the service, there is nearly always a meeting to attend. This gives some members the impression that she is “too busy” to talk or meet with them. We brainstormed ways we could free up Rev. Kim to be more available during Fellowship and discussed the pros and cons of all these options. Eventually, it may be necessary to develop a policy that will allow Rev. Kim more opportunities to interact with church members during Fellowship while still allowing those groups who prefer to meet on Sundays to do so.

**The next Policy Board meeting will be held Monday, April 11, at 6:30 pm via Zoom.**

Respectfully submitted, Alison Lamothe

## **UUA News**

### **Register Now for the 2023 Spring Seminar!**

The UU Office at the United Nations, UU College of Social Justice, UU Service Committee, and Side With Love are excited to announce that the 2023 Intergenerational Spring Seminar will take place April 1-3, 2023. The event will be in-person in Minneapolis, MN, with online participation options.

Register Now For UU@UN Spring Seminar

(<https://www.uua.org/international-justice/un/spring-seminar/register>)

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## **Staff**

Rev. Kim Mason, Minister ([kmason@firstuustlouis.org](mailto:kmason@firstuustlouis.org))

Danielle Kozemczak, Director of Religious Education & Communications ([dkozem@firstuustlouis.org](mailto:dkozem@firstuustlouis.org))

Lynn Hunt, Administration & Programs ([lhunt@firstuustlouis.org](mailto:lhunt@firstuustlouis.org))

Augustine Underwood, Office Asst. ([aunderwood@firstuustlouis.org](mailto:aunderwood@firstuustlouis.org))

Earl Naylor, Music Director/Organist ([enaylor@firstuustlouis.org](mailto:enaylor@firstuustlouis.org))

Joel Knapp, Choir Director

Moe Hurst, A/V Technician ([mhurst@firstuustlouis.org](mailto:mhurst@firstuustlouis.org))

## **Policy Board**

Board President – Steve Wilke

Vice President – Erin Milligan

Secretary – Alison Lamothe

Treasurer – Jeremy Colton

Member – Becca McBride

Member – Norma Vogelweid

Member – Joel Hickman

Member – Susan Lammert

## **Church Council**

Cathy Rauch, Chair

Clint Cruse, Facilities

Kathy Wire, Stewardship

Lisa Ross, Social Responsibility

Kevin Kellogg, Outreach & Engagement

Sue Herzberg, Programming Cluster

## **Basic Definitions About Gender Identity** (from uua.org)

**Biological Sex** The biological attributes such as anatomy, chromosomes, and hormones that inform whether a person is male, female, or intersex.

**Gender Identity** An individual's internal sense of being a man, a woman, neither, both, and so on—it is one's inner sense of being and one's own understanding of how one relates to the gender binary.

**Gender Expression** This term refers to how a person expresses their gender identity: how a person manifests masculinity, femininity, both, or neither through appearance, behavior, dress, speech patterns, preferences, and more.

**Gender Binary** A system of classifying sex and gender into two distinct and disconnected forms—male/man/masculine and female/woman/feminine.

**Sexual Orientation** The gender of the people a person is attracted to. Gender and sexual orientation are often lumped together, but are distinct. Transgender individuals can be lesbian, gay, bisexual, queer, straight, or any other sexual orientation.

**Nonbinary** an umbrella term used by people who experience their gender identity and/or gender expression as falling outside the binary gender categories of "man" and "woman." Many nonbinary people also call themselves transgender and consider themselves part of the transgender community. Nonbinary is sometimes shortened to enby.

**Transgender** an umbrella term for someone whose gender identity, gender expression or behavior does not conform to that typically associated with the sex to which they were assigned at birth.

**Agender** is a term used to indicate not having a gender or a "lack of" a gender. Agender people see themselves as neither a man nor a woman, or both. They're gender-neutral and often are described as genderfree or genderless.

**Cisgender** A term to describe people whose gender identities, presentations, and behavior "match" (according to the gender binary) the sex they were assigned at birth. Cis is a prefix with roots that mean "on the same side."

**Genderqueer / Third Gender / Gender Fluid** Terms used by people who identify as being between and/or other than man or woman. They may feel they are neither, a little bit of both, or they may simply feel restricted by gender labels.

**Gender Non-Conforming / Gender Variant** General terms for people who transgress gender expectations in some way.

**Intersex** A general term used for a variety of genetic, hormonal, or anatomical conditions in which a person's reproductive or sexual anatomy doesn't seem to fit the typical definitions of female or male. When a child is born intersex, many doctors and parents attempt to "correct" the perceived problem with surgery, which often causes mental and physical difficulties later in life. Some intersex individuals identify as transgender or gender variant; others do not.

**Questioning** a term used by some people who are in the process of exploring their sexual orientation and/or gender identity.

**Transition** The complex process of authentically living into one's gender identity, often but not always including leaving behind one's assigned birth sex. A transition may include coming out to one's family, friends, and/or co-workers; changing one's name and/or gender markers on legal documents; hormone therapy; and/or possibly (though not always) some form of surgery.