

Church Council First Unitarian Church March 23, 2026

Notes Respectfully Submitted by Grace Munie

Present: Cathy Rauch Chairperson, Erin Milligan, Kathy Wilke, Fran Hoffmann, Kathy Wire, Rev. Sabrina Trupia, Tom Finan, Grace Munie

Absent: None

Check-In: All

Opening Words: Grace Munie

New Business (before reports)

Fellowship Dinner-Potluck: Workers needed. May 9, 2026 Meal and Program Potluck format. Need support of Council.

Lynn Hunt will distribute Sign-up sheets. Please consider helping with set up or take down.

Membership will help but does not want to be solely responsible for the dinner which was originally not Cathy Rauch has graciously offered to check out entertainment for event.

Proposal for Reorganization of Governance

The Council is Operational Side of Church. Proposal spearheaded by Rev. Kim to match Committees to Mission Statement. Also hope to decrease the load on available member manpower across Board and Council by structuring more efficiently.

Proposed Structure (Draft):

Nurturing Spirituality:

RE, Intern committee, Flowers, Library Committee, Worship, ERDE, Covenant Groups, Maker's Ministry, Partner Church, Clark Lecture

Building Community:

Facilities, Care and concern, Membership, Women's Alliance, Young Adults, Feasts and Festivals, Archives

Advancing Justice:

Sandwich Making, Holy Ground, First Church Community Fund, Designated Collections, Social Justice, Environmental justice

Finance:

Board Committee

Committees that would be defunct:

Greenleaf Garden, Music, Bookshop, Chalice Lighters, Fundraising, PR, Long-range Planning, Welcoming Congregations, Hospitality

Discussion of Proposal:

.Suggestion made to have VP of Board be Church Council chair (this is actually in church bylaws). This would provide continuity across governance and VP would learn the roles of both sides of governance before becoming president. Currently President of Board is attending Council meetings and Chair of Council is attending board meetings.

.Discussion of proposal for finance representative moving to board position-does not cover the role of Stewardship Cluster; fundraising and finance. In original structure design of separating Board from Council as two units, the Council could make the day to day smaller financial decisions and bring budget to Board for approval.

.Each Cluster chair is a three year role with staggered years of completion.

.There was discussion of organization of staff and support for council after Administrator, Lynn Hunt retires. Strong feeling that there should be a set of Facilities Responsibilities whether a separate role or as part of Administrator Role. Tasks for maintaining a healthy physical campus have been prioritized in

Excel sheet with recommended dates of completion of work (some previously just did not ever get done). Currently the Facilities Committee has 3 hour meetings monthly in addition to their volunteer work for supporting the work needed in building.

.What do cluster chairs want from new administrator? Currently description being drafted by Personnel Committee and Board. Will Council get to review it? Desire to review before position posted.

.Consensus Verbal Vote of Council that this proposal is not ready for May Annual Meeting Vote and concerns/suggestions should be addressed by Council in fall of 2026 prior to modifying the structure proposal.

Report from the Board-Kathy Wilke

Board and Council members have completed the Trans Welcome Program.

Emergency Repairs to AC system were approved. Will study the most effective long-term solution for aging system replacement.

Reports from the Cluster Chairs

Programming Cluster-Grace Munie

Worship Committee is changing how things look on the pulpit. The plan for training people that might want to do a summer service is not going to happen. There is not enough interest so training is cancelled.

Religious Education did a Diaper collection for Southside Early Childhood Center month of February. OWL lock-in was held this month. Garden is being prepared for planting. April Parents meeting will be held to ask what parents need (and when). Summer planning has begun.

Stewardship Cluster-Kathy Wire

Budget being drafted. Canvas is going okay but no one has come forward to be cochair with Emily . Kathy Wire helping make a Q and A sheet with facts related to canvas.

Rev. Kim says we are a High Expense Congregation vs. other UU congregations that are our size. She is studying ways address this to make a recommendation to the Finance Committee.

Retirement, Personnel changes, Funding the building (Repairs) are all factors contributing to proposal needs. Staff vs. Volunteer Positions (who does what).

In May will need to recommend endowment draws at annual meeting most likely.

Facilities Cluster-Tom Finan

Multiple A/C issues; Copper theft of coolant lines (cost \$15K vs \$1K for alternate coolant replacement). Evaluating the most efficient cooling for RE wing (4 A/C vs. 1 Larger system) since have bought time with temporary delay to replacement of old equipment.

Security-Tech Electronics bid and possible grants.

Sacred Places- have submitted ADA proposal for \$100K grant Library, Elevator, ADA Campus

Pews-Remove section to accommodate wheel chairs (accessibility).

Growth and Engagement Cluster-Erin Milligan

Membership Committee-

Fellowship Dinner-Needs some other group to lead but will help.

New member classes-delay to fall

Newcomer chats

Young Adults using Discord to communicate; Getting new attendees.

Friday Game Night

Women's Alliance attended The Economic Museum at the Federal Reserve Bank

Social Justice-Fran Hoffmann

Designated Collections-Activity next couple months (obtain nominations and selection process)

Partner Church-Met via zoom with other partner church organization members and the

Transylvania church itself.

Social Justice-Mill Creek exhibit and tour at the Missouri History Museum was well attended.

Freedom School-Volunteer activities will be needed from congregation
No Kings March Saturday-4 locations in immediate area (contact Fran for more information)
Vigil is Scheduled 4-5PM on Tuesday at Waterman and Kingshighway
UU to Vote
ICE Policy is being revised. Would like congregation input.

Closing words