

Roots and Wings



Annual Report 2022
First Unitarian Church of St. Louis

First Unitarian Church of St. Louis
2022 Annual Report
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**2021-2022 Annual Meeting Agenda Sunday, May 15, 2022 held in person and online via
Zoom (originated within the city limits of St. Louis, MO) of the
First Unitarian Church of St. Louis, Mo
First Unitarian Church of St. Louis, a corporation**

Call to Order and Welcome	Gene Rubin, President
Opening Words	Rev. Kim Mason
Reading of the Congregational Covenant	Steve Wilke, Vice President
Minutes of the 2021 Annual Meeting	Alison Lamothe, Church Secretary
Affirmation of Business from 2020 & 2021 Annual Meetings	Alison Lamothe
President's Report and Remarks	Gene Rubin
Minister's Report	Rev. Kim Mason
Church Council Chair's Report	Cathy Rauch, Church Council Chair
Church Treasurer's Report and Budget Presentation	Kathy Wilke, Treasurer
To consider and vote upon the proposed slate for the Policy Board and Church Council	Catherine Hunter, Member Nominating and Leadership Development Committee Committee
Presentation of the Melanie & Anthony Fathman and William W. Ross Awards	Gene Rubin
Recognition of Officers, Trustees and other Leadership	Gene Rubin
Remarks from the new Policy Board President	Steve Wilke
Closing Words	Rev. Kim Mason
Adjournment	

2020-2021 Annual Meeting Minutes
Sunday, May 16, 2021 held online via Zoom

Pre-Meeting Slideshow - Because we were unable to have a Fellowship Dinner this year, the opening of the meeting showed the names and pictures of those celebrating anniversaries of decades of membership.

Call to Order - The Annual Meeting of the First Unitarian Church of St. Louis, MO was called to order by President Margaret Weck at 11:26am.

Welcome - Margaret Weck welcomed those attending and explained:

1. The meeting was online due to the inability to gather in person because of ongoing restrictions limiting gatherings during the COVID 19 pandemic.
2. All decisions and votes would be reaffirmed at the next in-person congregational meeting.
3. The agenda and the annual report has been made available by electronic communications with members of the congregation.
4. Links to those documents will be placed in the chat for those who would like to reference them.

Quorum - Claire Weichelbaum launched a Zoom poll to establish the presence of a quorum of voting members. Lisa Cary and Joel Minor were responsible for tallying the information from the poll and members calling in. The quorum was met with 75 voting members present.

Opening Words - The Reverend Kim Mason shared her opening words while the quorum was being determined.

Congregational Covenant - Rosemary Johnston Lawton read the Congregational Covenant **Minutes of the 2020 Annual Meeting** - Pamela Geppert, Secretary stated that the Minutes were available in the annual report (pages 3-5) and then moved that we dispense with the reading of the 2020 Annual Meeting minutes and approve them. Steve Wilke seconded the motion. After calling for discussion and hearing none, Margaret Weck called for a voice vote. The motion was approved.

Policy Board President's Report and Remarks - Margaret Weck made remarks on her annual report which is included in full in the church's annual report (pages 12-14).

Minister's Report - Reverend Kim Mason delivered the Minister's report (pages 7-10 of the Annual Report)

Church Council Chair's Report - Lisa Cary delivered the report (page 15 of the Annual Report). After the report Lisa announced the recipient of the Sung Chair Award since we did not have a Fellowship Dinner this year.

Sung Chair Award - Lisa Cary presented the award to Karen Siegrist - Landscaping Committee Chair

Mission Task Force By-Laws Amendment - Joel Hickman reported from the Mission Task Force and made a motion that the bylaws be amended in Article I Section 3, in such a manner to change the mission statement for the church. The initial sentence of the section will now read:

“We strive to be a welcoming congregation, inspiring lives of loving kindness and integrity by nurturing spirituality, building community, and advancing justice.”

Steve Wilke seconded the motion.

Margaret Weck stated that we are not able to engage in further modification of the statement, this is an up or down vote of the wording as proposed and called for a vote on the proposed mission statement change. A 67% majority of members present is required to change the bylaws. Claire Weichelbaum launched a Zoom poll of voting members. Lisa Cary and Joel Minor verified the results. The 67% threshold was met and the motion on the new mission statement was carried.

Proposed Slate for the Policy Board and Church Council - Representing the Nominating and Leadership Development Committee, Melanie Fathman and Ronan Wallace proposed the following people for the Policy Board and Church Council for the 2020/2021 church year.

Policy Board Nominations:

Board President: Eugene Rubin (2022)
Board Vice President: Stephen Wilke (2022)
Board Secretary: Alison Lamothe (2022)
Board Treasurer: Kathy Wilke (2023)
Board Member: Jason McLure (2024)
Board Member: Mitch Herzog (2024)
Board Member: Susan Lammert (2024)

Church Council Nominations:

Church Council Chair: Cathy Rauch (2022)
Facilities Cluster Chair: Clint Cruse (2023)
Outreach & Social Action Cluster Chair: Lisa Ross (2024)

Melanie Fathman and Ronan Wallace made a motion that the slate of candidates presented by the Nominating Committee be accepted.

Steve Wilke seconded the motion.

Margaret Weck called for discussion then called for the vote. Claire Weischelbaum launched a Zoom poll of voting members. Lisa Cary and Joel Minor verified the results. The Motion passed. The slate is accepted.

Margaret Weck congratulated the incoming officers, board, and council members and thanked the Nominations and Leadership Development Committee.

Church Treasurer's Report and Budget Presentation - Kathy Wilke, Treasurer and Steve Smidowicz, Finance Committee Chair and Finances & Stewardship Cluster Coordinator presented the Treasurer's report and the Budget presentation. Steve Smidowicz used a powerpoint presentation. The reports are on pages 17-24 and 35-36 of the Annual Report. The floor was opened for comments and questions.

Presentation of Awards - Sarah Francois, Award Committee Chair, announced the *Melanie & Anthony Fathman* and *William W. Ross* awards.

The 2021 Melanie and Anthony Fathman Award was awarded to Cathy Rauch

The 2021 William W. Ross Service Award was awarded to Karen Siegrist

Recognition of Officers and other Leadership - Margaret Weck recognized and thanked the 2020-2021 leadership.

Policy Board –

Board Vice President: Rosemary Johnston Lawton (2021)
Board Secretary: Pamela Geppert (2021)
Board Treasurer: Kathy Wilke (2021)
Board Member: Gene Rubin (2022)
Board Member: Stephen Wilke (2022)
Board Member: Joel Minor (2022)
Board Member: Sarah Francois (2022)
Board Member: Emily Colton (2023)
Board Member: Joel Hickman (2023)

Church Council

Council Chair: Lisa Cary (2021)

Facilities Cluster Coordinator: Clint Cruse (2021)

Outreach & Social Action Cluster Coordinator: Cathy Rauch (2023)

Growth & Engagement Cluster Coordinator: Erin Milligan (2023)

Programming Cluster Coordinator: Sue Herzberg (2023)

Finance & Stewardship Cluster Coordinator: Steve Smidowicz (2021)

Gavel Pass - Margaret Weck passed the gavel virtually to the incoming Board President, Gene Rubin.

New Board President's Remarks - Gene Rubin accepted the presidency and made remarks.

Closing words - Reverend Kim Mason's closing words were from the poet T. S. Eliot.

Adjournment - Emily Colton made a motion to adjourn the Annual Meeting of the First Unitarian Church of St. Louis

Dwight Homer seconded the motion

Gene Rubin called for discussion and hearing none called for a voice vote.

The ayes have it. The meeting was adjourned at 12:34pm

Roster

2021/2022

Church Officers

Gene Rubin	President
Steve Wilke	Vice President
Alison Lamothe	Secretary
Kathy Wilke	Treasurer

Policy Board Members

Sarah Francois	2022
Joel Hickman	2023
Emily Colton (resigned)	2023
Susan Lammert	2024
Mitch Herzog (resigned)	2024
Jason McLure	2024

Church Council Roster

2021/2022

Church Council Members

Cathy Rauch	Council Chair (2022)
Sue Herzberg	Programming Cluster (2023)
Steve Smidowicz	Finance & Stewardship Cluster (2023)
Erin Milligan	Growth & Engagement Cluster (2023)
Clint Cruse	Facilities Cluster (2021)
Lisa Ross	Outreach & Social Action Cluster (2024)

Minister's Report

Submitted by Rev. Kim Mason

In September of 2019, the Rev. Molly Housh Gordon preached a sermon called, "How to Survive the End of the World." She began with a list of the usual things that folks gather when planning for a catastrophic world change, such as seeds and tools and water purification tablets. But she ended with a different list - a list of behaviors for how to survive the end of the world. This second list includes actions such as getting to know your neighbors and paying attention to your body and learning about resilience from your ancestors. Little did Molly know that 7 months later she would be putting her two lists to the test. It turns out Molly was right - it was our community orientated, connection based practices that dictated our survival during the pandemic - and not whether we stockpiled toilet paper.

We have reopened the church and while we are maintaining some COVID related precautions, our events have returned. We shut down the week following the Unfish Fry in 2020 and completed our first program year together on Zoom. So it was particularly appropriate that we began the full return to normal with the 2022 Unfish Fry. It's been a joy to celebrate Easter and RE Sunday with you and I am looking forward to other spring traditions such as Flower Communion and the Fellowship Dinner. Our ability to make it through the past two years was due the connections within this community. Thank you for your resilience, generosity and commitment.

Worship

We spent the summer planning to reopen in the fall, only to be struck by the Delta variant. So we pivoted once more and began the fall program year with monthly outdoor worship services in the church parking lot. To pull these services off, the entire Worship

Committee brainstormed the process of setting up, the equipment needed and the technological connections. Then they showed up hours early on Sunday morning to move everything into the parking lot and get it set up. We would not have been able to have our outdoor services without them!

One of the key components to the fall reopening was the installation of a live streaming system into the church sanctuary. The new system includes cameras, wiring and video production equipment. The system was fully completed in early fall but it was quickly clear we needed to upgrade our audio system. Over the remainder of the fall we upgraded microphones and the mixing board in the sanctuary. When all that was completed we had several weeks of connectivity issues which necessitated some professional work to remove old hardware and update wiring in the office where our internet originates. We also made a decision to purchase professional grade software rather than continuing to use open source software. It has all paid off and services are improving week on week. Two people need to be named here. Nick Pendegrass did a yeoman's job overseeing the process to determine our live streaming needs, then liaising with the installation company and finally troubleshooting the remaining issues. He spent weeks here every day and personally made sure we had equipment we needed to produce an excellent livestream. We would not have the quality production we have today without his considerable effort. We also hired a new staff person to run the production on Sunday. Moe Hurst joined the staff in October and hung in there with us as we continued to have technical issues. You don't see him much on Sunday, but he is a critical part of the Sunday morning operation!

Congregants returned to in person worship on the Sunday before Thanksgiving. We made it through December, then had a brief shut down with the arrival of Omicron. We returned to in person worship again in mid-February.

The Worship Committee, headed by George Grimm-Howell, was once again a wonderful partner in crafting worship. The Worship Committee covered the Sundays when I am not in the pulpit and worked with our Eden Seminary Contextual Ed student. In addition to Sunday services, we also had two Lenten services, Ash Wednesday and Maundy Thursday as well as a Blue Holidays service and Christmas Eve in December. Our highest attended service this year has been Easter with 130 people attending in person and online.

My work now is to continue to figure out how to include people in person and online since some element of livestreaming is here to stay.

Pastoral Care

Throughout the course of the pandemic, many folks have struggled with isolation and loss of community. Happily we were able to offer some of our in person care such as home visits and rides this past fall. The difficulties of major illness and other medical issues continued along with more of our members contracting COVID. The Pastoral Care team has done a wonderful job keeping in touch with folks and providing support when needed. Don't forget to thank Judi Crouch, Larry Dusenbery, and Karen Siegrist as well as the numerous volunteers who give rides, deliver food and visit members.

Two members died this year: Roy Taylor who passed away after a final bout of cancer. His memorial service will be Friday, June 3rd at 10:30 AM. Woody Sullivan passed away unexpectedly on May 5th. A funeral service was held in O'Fallon, IL. I also officiated at memorials for Charlie Kindleberger and Doris Pree last fall.

We welcomed several babies to the congregation during the pandemic and I was pleased to dedicate Joseph Truran and Harriet and Leo Poepsel on RE Sunday.

Religious Education

The pandemic was a time of significant turn over in RE leadership. After Lily Rappaport completed her time with us, Claire Weichselbaum agreed to come on board temporarily. She designed an outdoor summer program to bring families back to church and then launched our 2021-2022 RE program in the fall. The fall program began entirely outdoors and as the weather and COVID permitted, we moved the program indoors. With the help of volunteers we were able to reopen the nursery on Easter Sunday. We are currently hiring nursery workers.

Mid-fall Claire accepted a position in Arizona and Andi Berin helped us out for the last few months of the year. The DRE Search Committee of myself, Steve Wilke, Rebecca O'Laughlin, and Jama Dodson, worked throughout that time. In consultation with the RE Committee, Personnel and the Office staff, we crafted a full-time position that combines RE with Church Communications, allowing us to hire a full-time staff person. Danielle Kozemczak started mid-January and has jumped in with enthusiasm and a can-do attitude. We look forward to many years with her on staff.

Stewardship

So far we are in solid shape financially. We have had several building issues arise this spring but have been able to manage the expenses so far. We had an ambitious Canvass goal this year, and while we did not achieve it, the campaign successfully raised \$8,000 more than last year. However, this is still short of what we need to offer all staff a Cost of Living Adjustment. A request went out from the board to raise approximately \$10,000 more dollars to support the staff during this time of rapid inflation.

Membership / Fellowship

We have had a steady stream of visitors since reopening and three new members signed the book this spring. Membership is slightly down again due to a combination of moving, deaths and resignations. During the pandemic many people struggled to engage with virtual church. I, and my colleagues across all faiths, are wondering what membership and engagement will look like as life continues to return to the new normal.

I am pleased that with the return to in person activities we are once again gathering for fellowship events such as coffee hour, the Unfish Fry, and the upcoming Fellowship Dinner. Our connections with one another sustain us in the challenging times.

Administration

Much of this year has been focused on two things: COVID and personnel. I said this last year and it is true again this year. We transitioned through three different Religious Education personnel, Administrator Lynn Hunt transitioned to part-time and we hired an AV technician. Sam Hunt took on sexton responsibilities in the wake of Elliott Smith's death in 2021 and we contracted with a cleaning service for custodial duties. Augie Underwood has returned to the office now that the building is open and has also moved from the nursery into Fellowship Hall where is serving as the Sunday morning sexton. We are in the process of hiring two nursery workers.

Professional Development

The fall had a bumpy start for me personally with some medical issues, but the month of part-time ministry provided some space to focus on wellness. It was just what I needed.

As life has returned to normal, so have some of the regular commitments of ministry. I presented a response paper at the Prairie Group minister's study group meeting in November and attended the CENTER Institute via Zoom in January/February. I attended an online mediation training in

March. I received my second Fellowship renewal at the beginning of May and am on track to achieve Full Fellowship.

November was the two year anniversary of my ordination & installation. The card shower you sent was such a lovely way to celebrate our ministry together. Thank you for letting me be part of this community and to serve with you.

*In Love and Faith,
Kim*

Sunday Services 2021/2022

September 5th - *Sunday Mornings on Zoom: Worship? Church? Community?* Norma Vogelweid, Worship Committee

September 12th - *Ingathering:* Rev. Kim Mason

September 19th - *Adaptation to Change:* Rev. Sharon Dittmer

September 26th - *Superhero Sunday: The Wisdom of Wonder Woman:* Rev. Kim Mason

October 3rd - *Animal Blessing:* Rev. Kim Mason & Claire Weichselbaum

October 10th - *We Got This:* Sabrina Trupia, Seminarian

October 17th - *The Possibility of We:* Rev. Kim Mason

October 24th - *The Art of Resistance:* George Grimm-Howell, Worship Committee

October 31st - *Harry Potter & the Power of Love:* Rev. Kim Mason

November 7th - *Cornbread Communion: The Welcome Table:* Rev. Kim Mason

November 14th - *Bridging History, Bridging Cultures:* Rev. Kim Mason & Partner Church Committee

November 21st - *The Thanksgiving Door:* Rev. Kim Mason

November 28th - *Understanding our UU Past:* Sabrina Trupia, Seminarian

December 5th - *Christmas Pageant:* Rev. Kim Mason and Children and Youth

December 12th - *Music Sunday:* Earl Naylor, Music Director; Joel Knapp, Choir Director; Rev. Kim Mason

December 19th - *The Longest Night:* Rev. Kim Mason

December 24th - *Christmas Eve:* Rev. Kim Mason

December 26th - *Predator, Prey, Protector:* Bobbie Brantley, member

January 2nd - *Living with Intention: A Burning Bowl Ritual:* Rev. Kim Mason

January 9th - *Jazz Sunday: Soul:* Rev. Kim Mason

January 16th - *MLK Sunday: Born on the Water:* Rev. Kim Mason

January 23rd - *Worthy Now Worship Service:* Worthy Now Prison Ministry

January 30th - *Principles of Choice:* Rev. Kim Mason

February 6th - *Welcome-ability: Love, Acceptance and the Art of Hospitality:* Rev. Kim Mason

February 13th - *Love Letters:* Rev. Kim Mason

February 20th - *How to Change the World:* Sabrina Trupia, Seminarian

February 27th - *The Past Within Us:* Rev. Kim Mason

March 6th - *Our Living Tradition:* Rev. Kim Mason

March 13th - *Holy, Holy, Holi:* Rev. Kim Mason

March 20th - *Youth Sunday:* High School Youth Group

March 27th - *Wings Set Me Free:* Rev. Kim Mason

April 3rd - *Fast Faith:* Rev. Kim Mason

April 10th - *Awakening to Goodbye:* Sabrina Trupia, Seminarian

April 17th - *A Rite of Spring:* Rev. Kim Mason

April 24th - *The Rights of Nature:* Rev. Kim Mason

May 1st - *Religious Education Sunday:* Danielle Kozemczak, Director of Religious Education

May 8th - *Heart of the Flower & Music Sunday:* Rev. Kim Mason, Earl Naylor, Music Director; Joel Knapp, Choir Director

May 15th - *Where There is Beauty:* Rev. Kim Mason

May 22nd - *Affirmation Sunday:* Coming of Age Class

May 29th - *Soul Repair:* Rev. Kim Mason

Church President's Report

Submitted by Gene Rubin

This year has been full of challenges for our church community. We needed to address two questions: "How do we move forward when a highly contagious virus persists for yet another year? How do we stay together when we are forced to stay distant?" My role as president has been to help facilitate discussions around these questions and assist in implementing strategies resulting from this feedback. Fortunately, our church has a remarkable minister and staff.

Fortunately, our policy board consists of smart, dedicated individuals who work well together. Fortunately, our church council consists of resilient and wonderful people and is led by a passionate leader – Cathy Rauch. Progress would not have been possible without the dedicated work of various committees, task forces, and volunteers. Nothing would be achievable without the wonderful psychological and fiscal support of all of our members and friends.

The organizational structure of the church includes a policy board and a church council. The policy board is responsible for setting policies and brainstorming about future directions of the church. The council is responsible for the day-to-day functioning of the church as well as implementing policies. The board and the council work hand in hand. Both groups receive input from various church committees as well as from individual congregants. This year, the policy board addressed several themes involving safety, communication, welcomability, and next steps regarding church direction.

SAFETY

In addressing safety amid the pandemic, the board worked closely with the COVID task force in determining whether and when to open the church building, and on strategies to maintain safety once the church building

was open. The task force and the board benefited from the input of the congregation obtained from congregational surveys. The task force made recommendations, which the board evaluated and voted on accepting with or without modifications. This mechanism has worked well. Some may think we have been too cautious regarding safety issues, and others may think that we have not been cautious enough. That is the nature of decision-making and compromise.

COMMUNICATION

The board recognized the absolute importance of developing communication strategies during times when we could not gather together in person. Zoom was adopted early on, but it was clear that Rev. Kim preaching to a computer screen was not ideal. This year, we successfully developed livestream capabilities. This required a number of steps including raising funds, obtaining board approval, figuring out what was actually needed, hiring folks to install the system, and then troubleshooting technical issues. These steps took a while and involved several fits and starts, but the system is functioning well now. At the current time, services can be attended in person or via livestream. People living outside the metropolitan area can now be part of our church community. So many members of our church family contributed time, expertise, and money to make this happen. Rev. Kim's persistence and resilience was inspirational. She was aided by many dedicated volunteers.

Sunday services were enhanced by the resourcefulness of the choir and the worship committee. We enjoyed amazing services that integrated recorded music from our own talented musicians as well as recordings from other congregations. The creativity of the choir and our music team led by Earl Naylor and Joel Knapp was on full display. Due to the large screen television in the sanctuary, those attending services in person

as well as those at home were able to enjoy pre-recorded portions of our services.

Communication was further enhanced thanks to Zoom technology, which permitted a variety of group gatherings ranging from committee meetings to covenant group sessions to adult RE.

I tried to further enhance communication by launching a column in the e-newsletter called Rubin's Ramblings. To date, I have "published" columns dealing with topics addressing COVID, welcomability, finances, volunteerism, communication, and covenants.

WELCOMABILITY

I announced at last year's annual meeting that one theme for this year would be "welcomability." Throughout the year, we discussed welcomability as it applied to communicating with each other, to our church building, and to our internet presence. We have discussed these issues at council meetings, board meetings, a retreat, and via a sermon of Rev. Kim's. Once we are able to open our building for both church services and social events, there will be opportunities to implement various ideas.

DISCUSSIONS REGARDING NEXT STEPS

Once the policy board helped facilitate progress in areas involving safety, communication, and welcomability, we then discussed possible future directions. This started with my asking each board member their opinion regarding whether the congregation would want to work on a joint project. Board members agreed that a group project would be a wonderful next step in the evolution of our church. A decision was

made to initiate discussions with the congregation about how to move forward in this direction. It was decided that this should involve congregational discussions and, eventually, a survey. The social responsibility cluster agreed to take the lead in facilitating next steps in this process.

FINALLY:

I did not really know what to expect as the president of the board. This year has reinforced my knowledge that our church community is rich in individuals with various strengths and skills. Many are willing to share these strengths and skills when asked. Perhaps this is the essence of a church family. I want to thank you for the opportunity to have served as the president of the policy board this year.

Gene Rubin (he, him, his)

Church Council Report

Submitted by Cathy Rauch

The Church Council has a Chair and 5 Cluster Coordinators who support the goals and activities of the various committees and groups that carry the work of the Church. The Council works with the Policy Board. The Cluster Chairs this year are:

- Steve Smidowicz-Stewardship
- Sue Herzberg-Programming
- Lisa Ross-Outreach and Social Action
- Erin Milligan-Growth and Engagement
- Clint Cruise-Facilities

Rev. Kim Mason, Lynn Hunt, and Policy VP Steve Wilke are also members of the Council.

The Council's main focus this year was on the Unitarian Universalist principles and how those principles relate to and inform the work of the committees.

Our committees continued to be busy this year as we transitioned to in-person worship with a multi-platform option.

- The Worship Committee along with Rev. Kim Mason successfully worked through problems with our internet issues and continued to offer creative and varied worship services
- The Membership Committee has participated in many newcomer's classes and we've welcomed new members this year. They also reached out to all members of the church.
- Towards Justice, with the leadership of our contextual education student; Sabrina Trupia offered a continuation of the ARREST program with an emphasis on St Louis and Missouri which culminated in a field trip to sites of racial significance. Also our Black Lives Matter vigil resumed and continues on Saturdays at 10am.

- Religious Education has welcomed Danielle Kozemczak to our staff, and has been able to meet in-person either outdoors or more recently indoors and continued to offer outstanding programs.
- The Playspace is well on the way to completion.
- Social Responsibility and Outreach conducted a Difficult Conversations series of 6 sessions to help us deal with conflict and engage others empathetically.
- Social Responsibility offered us some wonderful speakers this year: Michael Woods of Dream Builders 4 Equity, Stephanie Kniep for CASA (Court Appointed Special Advocates), Healing Action Network, and Prison Performing Arts.
- The Unfish Fry returned and was such a welcome and successful event.
- Facilities served us well this year with the repair of the plumbing and continuing to "Keep the Roof up and the weeds down" to quote Clint Cruise. Karen Seigrist & Lisa Cary held regular Saturday landscaping sessions and the grounds are beautiful.
- The Clark Lecture returned with a provocative presentation by Tony Messenger.
- Nominations and Leadership Development led us in a process to help members get to know what the various committees did and encourage more participation. They also were able through hard work to fill positions on the Policy Board and Council.

I'd like to thank everyone who volunteered, who offered support, and whose continued commitment to the First Unitarian Church of St Louis makes us a community that we can be proud of.

Nominations & Leadership Report

Submitted by Andrea Berin

The Nominations and Leadership Development Committee (NLDC) is a committee appointed by the Policy Board and charged with nominating candidates to fill elected leadership positions and continuously improving and executing the process for developing leadership. The roles of: Policy Board officers, Trustees, Church Council Chair and Cluster Coordinators are all elected positions. NLDC members are appointed for three year terms and their nomination takes into consideration the member's depth of experience with the church and knowledge of the congregation. Terms of committee membership are staggered to facilitate transition and provide for continuity of knowledge and experience. The NLDC Policies/Operating Procedures are available on the church website.

The FY21 Nominating and Leadership Committee (NLDC) consisted of Andrea Berin, Jama Dodson, Larry Dusenbery, Catherine Hunter, Sidney Watson, and Margaret Weck. Kathy Wilke served as Policy Board liaison and Lynn Hunt served as staff liaison.

Members rotated responsibilities, but special recognition must be given to Larry Dusenbery, who devoted significant time to the work of the committee and generally functioned as the chair and kept everything moving forward.

The Committee met virtually 10 times between June 2021 and April 2022. In addition, numerous email conversations pertaining to officer and trustee recruitment (somewhere over 500). The committee accomplished the following during the church year:

- Created a presentation for the Mid-Winter Meeting to help the larger church community become better acquainted with and understand our governance structure which contains both elected and volunteer/committee opportunities. In addition, contacts for committees, Church Council and Policy Board were identified. We believe this will help the community access stewardship and leadership opportunities moving forward.
- Discussed and tabled the Nominations and Leadership Development Committee (NLDC) Policies/Operating Procedures on family members and spouses serving on the policy board and council at the same time.
- Identified leadership development opportunities with the goal of fostering a larger pool of candidates for future leadership vacancies.
- Maintained scholarship funds available for interested members of the Policy Board, church Council, or committees. to participate in the UUA Mid-America Leadership Development Training Workshops.
- Generated lists of members as possible candidates for each position, designated member(s) to contact and determine willingness to serve.

The slate of nominees recommended for FY 2022-2023 are:

Policy Board

- **Board President** – Steve Wilke (2023)
- **Vice President** – Erin Milligan (2023)
- **Secretary** – Alison Lamothe (2023) second term
- **Treasurer** – Jeremy Colton (2023)
- **Member** – Becca McBride (2025)
- **Member** – Norma Vogelweid (2023) Emily Colton vacancy

- **Member** – Luke Steffen (2024)
Jason McClure vacancy

Church Council

- **Council Chair** – Cathy Rauch (2023) second term
- **Cluster Chair Coordinator, Stewardship** – Kathy Wire (2025)
- **Cluster Chair Coordinator, Growth and Engagement** - Kevin Kellog (2023) Erin Milligan vacancy

Note: Year indicates year completing term

Treasurer's Report **Submitted by Kathy Wilke**

I have included 3 reports that demonstrate the present state of the financials for First Unitarian Church as of March 2022

The first is a reporting of The Statement of Activity for Fiscal years ending in 2018, 2019 and 2021. This report shows that the Support and Revenue have stayed somewhat constant with the largest increase in years when there was an auction (2019). The expenditures have been adjusted to offset the reduction in support and revenue.

The second is a copy of the Budget vs. Actuals for Fiscal Year (FY 2021/2022) It is current as of March 31, 2022. It also shows the Budget amounts for the total Fiscal Year that ends June 30, 2022. It should be noted that the Policy Board approved using funds from several funds that were not restricted for use in paying for several capital expenditures such as the live streaming and the new tables and chairs for Fellowship Hall. The play area on the East side of the building has been financed through special contributions. These revenue sources and expenditures are noted in this report.

The third is the Balance Sheet as of March 31, 2022. This report lists the current balances for the Reserve funds. The report reflects the increase in the Endowment because of the current market conditions.

If you have any questions, feel free to email me with any questions you may have at kwilke@wilkewilke.net Thank you very much for the opportunity to serve you all.

First Unitarian Church
Statement of Activity
FY2018- FY 2021

	FY2018	FY2019	FY2020	FY2021
Support & Revenue				
40000 Operating Pledges	\$344,522.16	\$388,573.50	\$380,578.77	\$381,324.75
40200 Contributions & Collections	\$21,091.07	\$24,832.28	\$31,789.04	\$29,345.80
40300 Women's Alliance				\$3,050.00
40400 Building Use Income	\$15,078.00	\$20,595.00	\$12,100.07	\$0.00
40500 Investment Income-Endowment	\$30,000.00	\$30,170.00	\$31,000.00	\$39,864.00
40520 Investment Income - General	\$2,736.97	\$4,306.12	\$4,538.54	\$2,483.77
40700 Miscellaneous Income	\$2,475.92	\$1,423.17	\$1,490.26	\$318.00
40750 Unrestricted Gifts				\$1,393.03
40800 Fundraisers	\$3,894.92	\$25,620.59	\$727.80	\$0.00
40910 Interest Income	\$12.97	\$25.27	\$12.08	\$7.39
40950 Landscape Reserve	\$8,200.00	\$5,100.00	\$5,100.00	\$5,100.00
41000 Transfer from Lewis-Wallis Fund				\$200.00
41500 Transfer form General Fund	\$20,000.00		\$10,930.39	\$0.00
41550 Transfer from Membership Coordinator Fund	\$20,000.00	\$3,796.57		\$0.00
41600 Transfer from Memorial Fund				\$775.00
41610 Transfer from Cap.Maint Fund	\$300.00			\$10,086.20
41620 Transfer from RE Reserve				\$8,749.25
41630 Transfer from Soc. Resp Res				\$1,875.28
41700 Transfer from Care and Concern	\$15.00			\$0.00
41710 Transfer from Bookstore				
Total Support & Revenue	\$468,327.01	\$504,441.50	\$478,266.95	\$484,572.47
Gross Support & Revenue	\$468,327.31	\$504,441.50	\$478,266.95	\$484,572.47
50000 Staffing	\$319,782.65	\$298,322.33	\$316,510.48	\$297,100.13
51000 Administrative	\$17,221.14	\$16,347.45	\$19,766.33	\$15,039.43
52000 Building	\$116,559.15	\$108,721.21	\$107,146.21	\$106,385.59
53000 Worship	\$4,897.35	\$3,157.09	\$4,814.52	\$3,697.48
53500 Education	\$9,808.04	\$7,442.75	\$5,881.59	\$5,313.84
54000 Membership	\$2,831.21	\$3,636.86	\$7,352.29	\$377.27
55000 Social Action & Outreach	\$20,520.33	\$17,530.14	\$14,179.63	\$19,025.09
56000 Denominational Support	\$1,447.00	\$4,450.00	\$6,291.00	\$9,683.33
Total Expenses	\$493,066.87	\$459,607.33	\$481,942.05	\$456,622.16
Net Support & Revenue	(\$24,739.56)	\$44,833.67	(\$3,675.10)	\$27,950.31

First Unitarian Church
Budget vs. Actuals: FY 2021-22 Operating Budget
 July 2021 - March 2022

	Actual	Budget- Through March	Annual Budget
Revenue & Support			
40000 Operating Pledges			
40010 Current Year Pledges	328,931.03	331,500.00	388,938.00
40030 Matching Pledges	488.00		
40090 Prior Year Pledges	10,492.69		
Total 40000 Operating Pledges	\$ 339,911.72	\$331,500.00	\$ 388,938.00
40200 Contributions & Collections			
40210 Regular Plate Collection	3,618.76	3,100.00	4,000.00
40230 Other Contributions	5,194.05	3,600.00	4,141.00
40250 Designated Collections	13,074.12	11,500.00	14,000.00
Total 40200 Contributions & Collections	\$ 21,926.93	\$ 18,200.00	\$ 22,141.00
40300 Women's Alliance			
40300 Women's Alliance	0.00	2,000.00	2,000.00
40400 Building Use Income			
40405 Building Use - CRC	350.00	4,140.00	5,600.00
Total 40400 Building Use Income	\$ 5,615.00	\$ 10,940.00	\$ 15,600.00
40500 Investment Income-Endowment			
40500 Investment Income-Endowment	31,895.00	32,000.00	42,527.00
40520 Investment Income-General			
40520 Investment Income-General	1,670.91	2,997.00	4,000.00
40700 Miscellaneous Income			
40700 Miscellaneous Income	954.00	1,245.00	1,665.00
40800 Fundraisers			
40811 Schnucks	60.17	690.00	900.00
Total 40800 Fundraisers	\$ 60.17	\$ 690.00	\$ 900.00
40910 Interest Income			
40910 Interest Income	6.94	24.75	33.00
40950 Landscaping			
40950 Landscaping	3,825.00	3,825.00	5,100.00
41050 Transfer from Intern Fund Reserve			
41050 Transfer from Intern Fund Reserve	2,700.00	2,700.00	3,600.00
41500 Transfer from General Fund			
41500 Transfer from General Fund		0.00	22,583.00
41600 Transfer from Memorial Fund			
41600 Transfer from Memorial Fund	35,759.03		
41610 Transfer from Cap. Maint. Res.			
41610 Transfer from Cap. Maint. Res.	3,360.00		
41620 Transfer from RE Res.			
41620 Transfer from RE Res.	24,075.50		
41630 Transfer from Soc. Resp. Res.			
41630 Transfer from Soc. Resp. Res.	250.00		
41640 Transfer from Special Gifts Res			
41640 Transfer from Special Gifts Res	8,593.88		
41700 Transfer from Care and Concern			
41700 Transfer from Care and Concern		300.00	300.00
Total Revenue & Support	\$ 480,604.08	\$406,421.75	\$ 509,387.00
Gross Revenue & Support	\$ 480,604.08	\$406,421.75	\$ 509,387.00
Expenses			
50000 Staffing			
50100 Salaries and Wages			
50120 Gross Wages--Salaries	117,293.69	121,772.00	162,272.00
50125 Gross Wages--Bonus	415.00		
50130 Gross Wages--Hourly wages	32,509.35	23,200.00	30,739.00

50135 Gross Wages-Contract Labor	14,815.90	15,570.00	20,762.00
50190 Housing Allowance	16,363.62	15,000.03	20,000.00
Total 50100 Salaries and Wages	\$ 181,397.56	\$175,542.03	\$ 233,773.00
50200 Benefits			
50210 Health Insurance	14,250.73	16,011.00	21,347.00
50220 Dental Insurance	-948.00	432.00	576.00
50230 Retirement-401(a) Expense	13,050.36	14,319.00	19,093.00
50260 Life Insurance		245.25	327.00
50270 Payroll Taxes	7,881.02	7,173.00	9,563.00
Total 50200 Benefits	\$ 34,234.11	\$ 38,180.25	\$ 50,906.00
50300 Sabbatical Accrual		3,855.00	3,855.00
50500 Staff Expenses			
50510 Administrator Staff Expense	1,101.81	1,050.00	1,150.00
50520 Religious Educator Staff Expense	98.97	2,250.00	3,000.00
50530 Music Director Staff Expense		250.00	250.00
Total 50500 Staff Expenses	\$ 1,200.78	\$ 3,550.00	\$ 4,400.00
50600 Minister's Expenses	6,843.76	6,300.00	8,084.00
Total 50000 Staffing	\$ 223,676.21	\$227,427.28	\$ 301,018.00
51000 Administrative			
51050 Canvass	130.28	1,200.00	1,200.00
51100 Internal Communications	1,088.71	1,395.00	1,855.00
51200 Board Expenses	36.00	200.00	200.00
51400 Office Supplies	2,412.46	2,800.00	3,400.00
51500 Office Equipment & Repairs	2,888.64	1,800.00	2,500.00
51600 Bank Charges	63.31		
51650 Payment Processing Fees	1,214.35	1,125.00	1,500.00
51700 Computer Expense	1,419.78	900.00	1,200.00
51800 Legal & Accounting	2,298.00	2,475.00	3,300.00
51900 Postage	656.02	1,520.00	2,000.00
91997 Leadership Dev & Nominating Comm		800.00	1,000.00
Total 51000 Administrative	\$ 12,207.55	\$ 14,215.00	\$ 18,155.00
52000 Building			
52100 Building Maintenance	5,526.39	11,100.00	14,847.00
52125 Capital Improvements	72,194.41		
52150 Housekeeping & Supplies	3,590.54	3,600.00	4,800.00
52200 Insurance	14,028.66	9,297.00	12,400.00
52250 Telephone	4,316.62	3,600.00	4,800.00
52300 Utilities	14,379.66	20,400.00	27,000.00
52350 Equipment & Repairs	18,661.68	17,400.00	23,132.00
52400 Contract Labor	12,501.50	30,780.00	41,040.00
52500 Landscaping	8,803.83	3,375.00	4,500.00
52550 Security	4,692.50	7,677.00	10,240.00
52600 Capital Maintenance Reserve		2,000.00	2,000.00
Total 52000 Building	\$ 158,695.79	\$109,229.00	\$ 144,759.00
53000 Worship	20.25		
53100 Music			
53110 Guest Musicians	550.00	900.00	1,000.00

53120 Music Supplies & Materials	506.03	85.00	85.00
53190 Miscellaneous	1,640.00	765.00	1,030.00
Total 53100 Music	\$ 2,696.03	\$ 1,750.00	\$ 2,115.00
53200 Worship Expenses	524.02	750.00	900.00
Total 53000 Worship	\$ 3,240.30	\$ 2,500.00	\$ 3,015.00
53500 Education	71.43		
53510 Children and Youth RE	3,043.72	5,150.00	7,844.00
53520 Adult Religious Education	154.47	300.00	500.00
53600 John Learned Library	195.19	155.00	400.00
Total 53500 Education	\$ 3,464.81	\$ 5,605.00	\$ 8,744.00
54000 Membership			
54100 Membership Expense	297.14	800.00	1,000.00
54200 Hospitality	192.53	1,000.00	1,250.00
54300 Feasts & Festivals		500.00	500.00
54303 Welcoming Congregation		200.00	200.00
54600 Website	500.00	150.00	200.00
Total 54000 Membership	\$ 989.67	\$ 2,650.00	\$ 3,150.00
55000 Social Action & Outreach			
55100 Social Responsibility Committee	524.31	100.00	100.00
55110 Fair Trade Coffee		180.00	250.00
55150 SRC-Other	674.44	450.00	450.00
Total 55100 Social Responsibility Committee	\$ 1,198.75	\$ 730.00	\$ 800.00
55300 Designated Collections	10,556.35	11,500.00	14,000.00
55600 Minister's Discretionary Fund		450.00	
55750 Care & Concern Ministry	173.50	350.00	450.00
55800 Other Outreach	250.00		400.00
Total 55000 Social Action & Outreach	\$ 12,178.60	\$ 13,030.00	\$ 15,650.00
56000 Denominational Support			
56020 UUA	10,721.97	10,719.00	14,296.00
56050 Partner Church	4.46	450.00	450.00
56055 Covenant Groups	285.00	150.00	150.00
56060 Internship	1,800.00	2,700.00	3,600.00
Total 56000 Denominational Support	\$ 12,811.43	\$ 14,019.00	\$ 18,496.00
Total Expenses	\$ 427,264.36	\$ 388,675.28	\$ 512,987.00
Net Operating Income	\$ 53,339.72	\$ 17,746.47	(\$3,600.00)

Monday, Apr 18, 2022 - Cash Basis

First Unitarian Church
Balance Sheet
As of March 31, 2022

	Total
ASSETS	
Current Assets	
Bank Accounts	
10000 Cash-Busey Bank	88,927.98
10010 PayPal	0.00
10200 Petty Cash	0.00
Total Bank Accounts	\$ 88,927.98
Accounts Receivable	
12000 Accounts Receivable	0.00
Total Accounts Receivable	\$ 0.00
Other Current Assets	
13000 Investments - Unrestricted	0.00
13100 General Fund	198,542.49
13105 Transfers - Unrestricted	-40,812.05
Total 13000 Investments - Unrestricted	\$ 157,730.44
13109 Investments - Restricted	
13110 Endowment Fund	1,112,583.61
13200 Lewis-Wallis Intern Fund	447,823.49
13300 Clark Fund	177,550.30
13400 FCCF	170,983.19
13500 Dodson Fund - Prin	46,780.43
13520 Dodson Fund - Res	32,579.90
13900 Transfers - Restricted	40,812.05
Total 13109 Investments - Restricted	\$ 2,029,112.97
14000 Treasury Notes	0.00
16000 Employee Loan	0.00
16200 Prepaid Expenses	0.00
16800 Employee Cash Advance	5,850.00
Undeposited Funds	0.00
Total Other Current Assets	\$ 2,192,693.41
Total Current Assets	\$ 2,281,621.39
Fixed Assets	
17200 Real Estate & Improvements	956,091.09
17300 New Chapel & Improvements	2,376,965.91
Total Fixed Assets	\$ 3,333,057.00
TOTAL ASSETS	\$ 5,614,678.39
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
20100 Payroll Liabilities	0.00

20200 Federal Liabilities Payable	1,519.64
20300 State Withholding Payable	501.00
20400 City Withholding Payable	518.53
Total 20100 Payroll Liabilities	\$ 2,539.17
20500 Benefits Liabilities	
20510 Insurance Payable	
20511 Health Insurance--Employer paid	0.00
20512 Health Insurance--Employee paid	0.00
20513 Life Insurance	0.00
20514 Disability Ins--Employee paid	0.00
20515 Dental Ins--Employee paid	0.00
Total 20510 Insurance Payable	\$ 0.00
20530 Retirement--401(a) Payable	2,009.01
20540 Retirement--401(a) WH Payable	0.00
20550 Retirement--SEP IRA Payable	0.00
20580 Garnishment Payable	0.00
Total 20500 Benefits Liabilities	\$ 2,009.01
21000 Other Liabilities	
21010 Due to outside charities	0.00
21090 Miscellaneous liabilities	0.00
21092 A/C Repair Payable	0.00
Total 21000 Other Liabilities	\$ 0.00
Direct Deposit Payable	0.00
Payroll Clearing	0.00
Payroll Tax Payable	0.00
Total Other Current Liabilities	\$ 4,548.18
Total Current Liabilities	\$ 4,548.18
Long-Term Liabilities	
23000 Reserves	
23100 Holt	0.00
23200 Sabbatical	2,917.00
23300 Capital Maintenance	41,962.14
23310 Windows	30.00
23400 Partner Church	8,401.75
23500 Prepaid Pledges	20,536.84
23575 Prepaid Contributions	0.00
23600 Intern Fund	1,138.46
23610 Ministerial Search	616.22
23630 Membership Coordinator Fund	0.00
25011 Memorial Fund	4,567.98
25012 Special Gifts	1,712.92
25020 Social Responsibility	4,074.07
25050 Staff Recognition Fund	1,978.79
27000 Other Custodial Accounts	
27005 Auction Items	105.16
27010 Office Equipment Reserve	0.00
27020 Bookstore	2,104.85

27024 Boston Trip Reserve	2,247.04
27030 Music Reserve	7,920.37
27040 Landscape Reserve	17.20
27050 Renovation Reserve	0.00
27060 RE Reserve	12,761.40
27065 Sandwich Making	4,590.68
27067 Trinity Hot Lunch	898.36
27070 Women's Alliance Op Shop	25.00
27080 Caring Ministry Reserve	6,822.33
27090 Keyboard Reserve	0.00
27100 Healthy Congregation Reserve	2,526.48
27110 PR / Marketing	1,246.49
27120 Library	50.00
27130 Men's Wellness Ministry	434.00
Total 27000 Other Custodial Accounts	\$ 41,749.36
Total 23000 Reserves	\$ 129,685.53
Total Long-Term Liabilities	\$ 129,685.53
Total Liabilities	\$ 134,233.71
Equity	
30000 Opening Bal Equity	0.00
33000 Building Fund	
33100 Building	956,091.09
33500 Building Improvments	2,376,965.91
Total 33000 Building Fund	\$ 3,333,057.00
35000 Fund Balances--Restricted	
35110 Endowment Fund	1,112,583.61
35200 Lewis-Wallis Intern Fund	447,823.49
35300 Clark Fund	177,550.30
35400 First Church Community Fund	170,983.19
35500 Dodson Fund - Prin	46,780.43
35520 Dodson Fund - Res	32,579.90
Total 35000 Fund Balances--Restricted	\$ 1,988,300.92
39000 General Fund--Unrestricted	105,747.04
Net Income	53,339.72
Total Equity	\$ 5,480,444.68
TOTAL LIABILITIES AND EQUITY	\$ 5,614,678.39

Monday, Apr 18, 2022 09:35:11 AM GMT-7 - Cash Basis

Special Gifts and Bequests

Throughout the year the church receives contributions in memory of deceased members and friends or in honor of people and significant events. Unless otherwise noted, these funds are accumulated in the Memorial Fund. From time to time, by authorization from the Church Council & Board, special projects or acquisitions may be funded from this Fund. Bequests, when they are received, are added to the Endowment Fund of the church according to a policy adopted by the Board, unless they are specifically designated. Gifts received in this year include:

Caring Fund

Anonymous

Endowment

Bequest - Doris Pree Estate

First Church Community Fund

Anonymous

In Honor of Lynn Shuter

Memorial Fund

In Honor of Margaret Weck (Live Stream Support)

In Honor of Charles Kindleberger (Fellowship Hall Live Stream)

In Memory of Roy Taylor

In Memory of Kim Hampton

In Memory of Bill & Jane Ross

In Memory of Jerry McAdams

Partner Church Fund

Anonymous

Religious Education Reserve (Play Area)

Anonymous

Staff Recognition Fund

Anonymous

Women's Alliance Scholarship Fund

In Honor of Dolores Miller

Secretary's Report

Submitted by Alison Lamothe

Sustaining Members 216

(Includes 2 Out-of-Town Members)

Associate Members 15

New Members 3

Timothy Wheatley

Gregory Cotter

Samantha Rezansoff

Reinstated 0

Resignations 8

David Whiteman

Scot Boulton

Joanne Boulton

Jeff Cary

Sara McBride-Gagy

Linda Spina

Andrea Jackson

Robert Jackson

Dropped From Active Membership 7

Todd Williams

Deanna Doplick

Donna Powers

Kelley Moore

Melissa Hildebrand

Jessica Green

Michelle Green

Deaths

Roy Taylor

Woodrow Sullivan

**Memorial Garden Internment*

Weddings 0

Child Dedications 3

Faith Development Report

Submitted by Danielle Kozemczak,

Director of Religious Education & Communications

LEADERSHIP OVERVIEW

Claire Weichselbaum- Organized and executed 2021 Summer RE. Planned out 2021/2022 curriculum and planned out registration and start of the 21/22 Year. Left position in November after cornbread communion.

Andrea Berin helped interim while permanent DRE was hired. She coordinated pageant and much of January lessons. Danielle Kozemczak came in halfway through the year- start date was officially 1/23/21.

RELIGIOUS EDUCATION PROGRAMMING

This year's programming was always in flux, not just because of the change in leadership, but because of the ever changing COVID-19 risk level and restrictions.

Summer

Claire W ran a summer RE program that planned to meet in-person (outside) twice per month and a virtual family event once per month.

Summer RE ran 9am-10am. Participants were in PreK through 4th grade (14 unique), with Youth 5th and up helping as junior counselors (5 unique).

Fall

RE started September 19th 2021 initially all outdoors in accordance with our COVID-19 safety policies.

Four age groups were planned

- Preschool: 3- and 4-year-olds parent/child class Celebrating Me and You.
 - Taught by Sue Fazio and Karen Seigrist
- Elementary: K/1st grade & 2nd-4th grade, nature-based curriculum to take advantage of being outdoors,

with a focus on our 1st and 6th UU sources

- Claire and rotating subs ran this class through most of fall. Before her departure Claire did recruit Michael Hamtil, a new member but experienced UU teacher from another congregation.
- Middle School: 5th/6th grade & 7th/8th grade followed a Bible stories curriculum. Kathy & Dan Wilke, Joel Minor and Jeanette Myers were the teachers.
- The plan for 7th/8th to have OWL in the spring did not pan out due to the delay in finishing the fall group
- High School: 9th-12th grade will meet as a "Coming of Age flavored Youth Group" (i.e. the COA curriculum was incorporated into the YG program);
- OWL was offered to 9th/10th graders on Thursday evening

Indoor/Outdoor

Based on the recommendations of the COVID task force and feedback from families, the middle and high school classes were moved indoors with a vaccination requirement for ages 12+ in November. Preschool and elementary classes remained outdoors through December

Spring

RE classes were postponed often during the month of January due to the surge in COVID-19 cases created by the Omicron variant. Sunday Worship Services were switched to virtual only as well. Middle and High School participants skipped Sunday 1/16 and returned 1/23. WOW and prek

returned 2/6. In person service returned 2/20.

Danielle Kozemczak started as DRE 1/23/22

CMY- Preschool

- Low attendance. Had 2 kids on 2/6 and 0 on 2/13. 1 teacher for class, 1 back up but it is Parent/Child.
- 2 kids coming were too young for the class. Since 2/20 they went to Dodson Room instead with Sue Fazio. Sue Fazio and Jan Herzog are volunteering in Nursery until we can hire on workers

WOW K-4th

- 5-6 kids attending. 2 teachers- Mike Hamtil and Sue Herzberg, 1 back-up- Jon Hunt
- The age range for this group proved problematic. There are several younger kids in Kindergarten or 1st grade and then a few 3rd graders.
- The curriculum set up for the spring was a mash up of three different programs and some of the content was too advanced. Several early lessons incorporated Native American myths and the science behind the myths' subject. I shifted the lessons to *Keepers of the Earth* Curriculum
- Moved activities in the garden in early April.

BLAST 5th-8th

- 2 teachers - Kathy and Dan Wilke and 2 several back up subs as the Wilkes are also serving as mentors.
- Finish Old Testament lessons and are on course to finish the new testament lessons by the end of the year.

Youth Group/Coming Of Age

It has been a challenge to combine these two programs- primarily because there are two youths who completed COA already. Many COA participants only came for mentoring so by the time I came into the picture they functioned as two separate groups with overlapping members.

In addition several 10th grade participants decided to get weekend jobs that conflicted with their church attendance. One of these

youths ended up dropping out of the COA program altogether. Another youth dropped out because his family switched churches. Currently there are five youth still participating in COA and usually only four attend Youth Group (2 of which are not in COA)

Youth Group

- Service Project - Trinity Hot Lunch 3/6
- Youth Sunday 3/20 - Identity

Coming of Age

- Met with mentors on the first Sunday every month for discussion. Started personal belief statements work in March and the final draft are due.
- Planning Affirmation Sunday May 22

OWL

- Last session for 9/10th graders Thursday 3/3. Three UU kids completed this course
- Need teachers for next year, possible training in IL this summer. I contacted organizer and they will send info once things are finalized

RELIGIOUS EDUCATION COMMITTEE

September - The RE Committee and additional parent volunteers staffed a "Welcome Table" in front of the church for the first month of classes, where families could complete paperwork, make name tags, and obtain information about the RE program and the church more broadly.

October - RE Committee members and Rev. Kim also hosted an outdoor New Families Coffee Hour on October 24th which was well attended.

December- The RE committee has updated their Electronics Communication Safe Church Policy

The RE committee also wanted to look into funds and sending the "lost" Boston Trip Group

February - RE committee discussed combining all four grade levels for a trip in 2023.

Would really need to do some aggressive fundraising to make it happen in 2023

Desire to finish the Playground project and get it functional.

RE Little Pantry Sponsorship-2/27

March

Story for All Ages returning-Alternative exit song discussion

April

Decided to postpone RE BBQ fundraiser until the fall.

Proposed possible collaboration with membership committee to recruit new families and contact those who have left

Worship

Restarted SFAA once children came back to sanctuary

Multigenerational Easter Service -

Did not restart Family Chapel- could not work it into the curriculum schedule so late in the year

Special Events/ Programs

- Blessing of the Backpacks - annual Back-to-School multigen Sunday service on August 22nd. Mailed out 60 keychains beforehand. Multi-Platform Service
- RE Teachers Retreat, gathered in the church courtyard from 9am to noon on Saturday Sept 18th to kick off the year.
- The Family Halloween Party on October 31st was enjoyed by many children and their parents as well.
- Pageant
- Back in person 2/6/22 - Donut Coffee Social after class and Snow play time
- Continued after class outside coffee/hot cocoa social every Sunday in February through March 13th with seasonal Valentine and St Pat snacks - mostly donated by families
- Multigenerational Easter Service and Egg Hunt 4/17/2022
- Saturday 4/23 DRE Start up Workshop 11am-3pm
This was an opportunity to share our thoughts about the past, present, and future of the Religious Education program and plan for the upcoming

year.

- BTG Meeting 4/24 11:30am Parents of current 7,8,9, and 10th graders will discuss fundraising for 2022/2023 year to fund 2023 Boston Trip. Will look at possible dates.
- RE Sunday May 1 - Teacher appreciation service - still planning. Appreciation gifts ordered- custom tote bags
- Sunday May 15th Affirmation Sunday

Initiatives

Claire W, began creating a book nook with an accessible QR code linked to an inventory list. Unfortunately this project was left partially finished with the plan for youth group to finish it, but that was not feasible. The entire library situation will be something I sort out this summer.

Professional Activities

3/15 & 3/16 Youth Mental Health First Aid Renaissance Online UU Identity Module in April

Looking Ahead

Summer RE plans are not set as of yet. Rev. Kim has asked if attendance is low for RE perhaps a summer program would not be necessary. However, when I spoke with the RE Committee I did not get much feedback. I would like to offer something to accommodate any possibility of newer families seeking a church during the summer, but also to keep current youth involved. I think the idea of having Youth serve as junior counselors is such a great idea.

Preliminary Fall plans-

Looking at our current cohort of children for the fall:

PreK- 3 kids

K-3rd - 5 kids

4th-6th - 6 kids total. Not sure about this age range, but unless we get new kids in fall there are just not enough kids to make two groups...

4th - 3 kids

5th - 1 kid
6th - 2 kids These kids both had BLAST
COA - OWL
7th - 1 kid -
8th - 3 kids
9th - 3 kids

Youth Group

10th - 2 reliable youth
11th - 3 iffy youth
12th - 2 dependable youth

Closing

There are pros and cons to starting in the middle of a tumultuous year. I think with the uncertainty of things moving forward it can be hard to set high expectations, but in order to grow the program we have to stay positive. Many programs are struggling with attendance post pandemic (are we post?). I think people have seen what their lives are like when they aren't overscheduled, and so returning to all the extra stuff has been slow and hard.

I think making a plan/initiative to reach out to families that have not come back is a good idea, but I think there needs to be a discussion about how to do that. Also, how to attract new families and retain them. Elisa Reeves has expressed interest in this idea, and I think it would be worth developing this with membership possibly.

Also additional training for teacher volunteers and recruiting volunteers for the program needs to be addressed. This was part of the DRE Workshop as well.

Hopefully good ideas from that meeting can help going forward..

Music Director's Report

Submitted by Earl Naylor

My goodness, what a year! But I believe we see the light at the end of the tunnel. While this pandemic time has been hard on all of us, I am proud and inspired by the way that we have proven that the church is not a building but a community which loves and supports each other through the good times as well as the bad. At the heart of this community is our weekly worship, our coming together (if even on zoom).

Many thanks to Chris Kocher, Judy Meyer, Joel Knapp, and all the members of the music committee, the choir, all the soloists, and all those who assisted us in keeping music alive and well at First U. Also, thanks to Greg Hoeltzel and Nick Pendergrass for all or their help with technical issues, recordings, and so much more.

So, how exactly do we put out a hymn for Sunday worship? In the good old days, BCE (before the Covid era) I played the hymn on the organ or piano and you all sang along. Now I first make a recording of the hymn with no one singing and send it to Joel. He then makes a video of himself conducting the hymn along with my accompaniment. This video is then sent to the choir members who make audio recordings of themselves singing along and send all their recordings to Joel. He and Greg Hoeltzel then mix them together to make one hymn! Quite honestly it is even a little bit more complex than this sounds. The choir anthems are made in the same way. But now the choir is meeting again and recording music together and singing in worship! I hope you are all as thrilled as I to be making music together on Sunday mornings. As soon as you hear the choir in the sanctuary or add your voice to the singing of the hymns, you know why recorded music has never replaced live

performances, no matter how good the recording.

And it is worth it! I watch other church services on YouTube to see what I can learn. Most of them could stand to watch and learn from us. I am extremely proud of the job we do each and every Sunday.

We have been able this year to make use of materials recorded by other groups, both audio and video, to enhance our worship. Remember how hard it was to do any videos in the sanctuary? Now it flows easily, whether it be recorded music or a children's sermon. We have taken a negative, our quarantine status, and turned it into a positive, enhanced worship.

It is a joy to be your music director. I look forward to the day when we can gather in the sanctuary again and make music together

Choir Director's Report

Submitted by Joel Knapp

I am humbled to be leading the First U Choir. These singers are smart, talented and busy. Of course the pandemic caused major problems. But in the midst of the challenges, we didn't just stay together, we thrived. The singers usually have a few months off during the summer but for the last two summers it felt as if we needed all hands on deck and the choir responded. As much as we would have loved to get together face to face, we found a way to keep meeting via weekly Zoom Happy Hours.

The singers have stayed productive by virtually recording hymns and anthems. In the last few months we have been able to gather safely and sing and record. And now in the last 6 weeks we have resumed rehearsals together. We even managed to add 4-5 new singers to our family.

We owe a huge thank you to Kim Mason. She planned services in advance which gave us time to prepare hymns and anthems. Her creativity sparked our creativity and the singers did some really good work.

Earl stepped up his game too. Each hymn or anthem we recorded started with him. He was great at getting us the material we needed to record.

Finally, let me say that we have all benefited from the creativity of Greg Hoeltzel. He spent numerous hours coming up with ideas, creating choral arrangements, creating

videos and slideshows that have moved us emotionally. He also ran some of the equipment for Zoom and streamed services. He helped me personally on many occasions. He and I bought new computers and learned the sound editing software together.

We all hope the worst is over now, but I am confident that we can weather any new storms that come our way. I am proud of the choir, our pastor, and my church.

Administration and Programming

Submitted by Lynn Yarrington Hunt

As I look back on this past year, the phrase 'Fits & Starts' seems most apt. We were eagerly planning a full year of in-person worship and programming only to have things stalled by the Delta variant of COVID and then once again stalled by the Omicron variant. These hitches and delays were met with creativity and experimentation by all. In May of 2022 it feels like we have reached a point of some equilibrium with a mix of in-person and live streaming of worship and programming that meets the needs of our entire congregation.

Throughout the pandemic I have made it a practice to be in the physical building at least once a week - primarily to check on Facilities issues. During this time the live streaming equipment was installed (enormous thanks to Nick Pendergrass for all his work in this area), Chapel floor was refinished, pre-school room floor was re-done, there were various electrical upgrades & plumbing repairs, the internet was upgraded, Fellowship Hall furniture was purchased and delivered and the office upgraded our copier/printer. Many of these projects also ran into 'Fits & Starts' issues due to pandemic related supply chain issues!

In January and February I took some medical leave and when I returned to the office it was with part-time hours. This is due to a plan to phase in my full retirement (date to be determined) and was made possible by separating the communications aspect of my duties into a separate position. It worked well to combine the communications with the Religious Education position in order to create a full time position. It has been great to work with Danielle Kozemczak as she has taken on this new endeavor with creativity and energy. I

now concentrate on finances, facilities, membership and general administration.

In March we began transitioning to open the office with regular hours on Tuesdays and Thursdays and by appointment. This is allowing our regular Tuesday programming to resume meeting in person. While several of us are in the office on other days of the week, this schedule affords the flexibility to work from home or attend to other off site needs when those options are more productive.

Of course nothing is ever set in stone and we are still working out details in our staffing configurations, etc. It does, though, feel like we will be able to welcome the new worship/programming year in a much more stable environment than the last two years. I for one am looking forward to that! Thank you for your support and efforts during these pandemic times.

Policy Board Committees

Personnel

As we emerge from over two years of pandemic challenges, my overwhelming feeling is gratitude – we ALL owe a huge debt of gratitude to our amazingly dedicated church staff, who continue to rise to those challenges with creativity, enthusiasm, and generosity. Inevitably, the reality of a closed church building for over a year and restricted access to and uses of our church building have required us to adjust hours of part-time staff members as we have lost renters. Other staffing changes included the departure of Lily Rappaport as our Interim Religious Educator. Claire Weichselbaum and Andrea Berin stepped into that role after Lily’s departure, and ultimately we were able to combine the part-time Religious Educator position with communications duties and hire our own Danielle Kozemczak as a full-time employee. And - because online Sunday morning worship is here to stay - we added Michael “Mo” Hurst to our Sunday morning staff as part-time audio-visual technical support for our online worship services.

As Rev. Kim completes her third church year with us, she continues to bring creative ideas to the Personnel Committee to help the church evolve to meet the demands of the post-pandemic world. Her open and collaborative leadership style makes her a pleasure to work with.

After an 11-year stint as chair, I am delighted to hand the reins of the Personnel Committee to Jama Dodson this month. Jama has a background in management, heading up a non-profit organization for many years. With her extensive experience and familiarity with all kinds of personnel issues, she has provided invaluable advice and insight to the committee and to church staff since she joined Personnel. I can’t think of anyone better suited to lead this

committee into its next chapter. Anyone interested in joining the Personnel Committee (we are always recruiting new members with relevant background and knowledge) should contact either Jama or the Policy Board President for more information about how to get involved.

*Submitted by Betsy Grimm-Howell,
Outgoing Chair*

Committee on Ministry

Committee On Ministry Purpose:

The purpose of the committee on ministry is to support the professional development of Reverend Kim Mason as a new minister and assess the on-going ministry of our church. During the past year the committee has focused on formal assessment of Reverend Mason as required by the UUA for recently ordained ministers. The committee also focused on exploration of issues related to church membership as recommended by the church board.

Meeting Frequency:

The committee meets monthly on Zoom at 6:30 on the third Monday of the month. During the months of Dec 2021 and Jan. 2022 the committee met bi-monthly to wrap up- Reverend Mason’s annual review.

The following church members are currently serving on the COM:

Sue Ashwell, Sherry Bassi (chair), Jane Hoekelman, and Joel Minor. Susan Lammert serves on the committee board liaison. Kim Mason is currently recruiting for a fifth member.

During 2021-2022 the following church members rotated off the committee: Jeff Cary, Charles Eby, Joan Kindleberger and Betty Neal.

The COM engaged in the following activities during the last year:

COM members participated in a discussion of membership issues during the summer/fall of 2020. Reverend Mason recommended a UUA reading: *Belonging: The Meaning of Membership*. The reading facilitated broad discussion of membership issues, beyond just head count. Some themes discussed included how to create engagement, growth and commitment to the faith over a lifespan. Jane Hoekelman also provided a resource from the UUA on “Welcoming vs Othering” which facilitated discussion on how we can continue to grow in our ministry in being welcoming to all. A summary of the specific suggestions from the committee on membership were presented to the church board.

During Dec. 2021 and Jan. 2022, the committee focused on doing a formal performance review of Reverend Kim Mason. This process utilized committee members reaching out to church members who had knowledge of Kim’s performance in various roles. The COM performance review was completed at the end of Jan. and provided to the church board.

The COM has a major purpose of supporting Reverend Mason in her professional development. During the last 2 years Reverend Mason’s roles and opportunities to implement church programs were significantly impacted by the COVID quarantine. Issues related to the impacts of the pandemic and quarantine and church life were a frequent theme of discussions in the COM meeting. The COM supported Reverend Mason in offering listening and helping with problem solving regarding COVID-related challenges to her ministry.
Submitted by Sherry Bassi, chair

Covid Task

The COVID Task Force was formed in the spring of 2020 as the church closed to in-person activities and the need for guidance going forward became clear. Members have included Lisa Ross (chair),

Margaret Weck & Gene Rubin (Policy Board presidents), Betsy Grimm-Howell, Clint Cruse, Rev. Kim Mason, Lynn Hunt, Claire Weichselbaum and later Danielle Kozemczk (RE). We were fortunate to have expertise in the areas of medicine, law, facilities, worship, RE and administration. From its inception, the committee has striven to balance three, often competing, factors in advising the Policy Board and the congregation:

1. **Safety:** of our adults, our children and grandchildren, and the public.
2. **Inclusivity:** to be as welcoming as possible to all and not abandon the most vulnerable.
3. **Urgency of re-opening:** the belief that resumption of in-person gathering is essential to the well-being of our church community.

To that end a complex reopening guidance chart was developed by the COVID Task Force and modified periodically as circumstances changed (particularly community trends and availability of vaccines and treatment). Our recommendations were and continue to be based on information from various sources, including UUA guidelines, CDC and [COVID ActNow](#) data for the metro St. Louis area (including case numbers, positivity rate, transmission rate, hospitalizations and deaths), and the needs and wishes of the congregation.

From July to December, we met biweekly to review the current status and revise our recommendations as needed. We provided periodic updates to the congregation, and in early August of 2021 we held listening sessions so that we might better understand the thoughts, feelings, and needs of the congregation as the urgency of re-opening became greater. The Policy Board developed a feedback form which was administered to the congregation and served as another avenue for gathering input. Also in August, we planned our first in-person gatherings, allowing for OWL and older RE groups who

were fully vaccinated to meet indoors if masked and socially distanced. In September we were excited to help to safely have our first in-person multi-platform services, outdoors, masked, and distanced. On November 21st we resumed in-person services in the Sanctuary, continuing with an online option. (There was a return to online only due to the Omicron variant, but multiplatform resumed in February 2022). And on April 1 (no fooling!) we had our first Unfish Fry in 3 years!

During the year, we also advised the Policy Board in developing COVID protocols for church personnel and for contractors and visitors.

In recent months, as COVID rates dropped, particularly hospitalizations and deaths, and the high vaccination rate of eligible congregants became evident, we have progressively recommended loosening restrictions.

The process of balancing safety, inclusivity, and the need for community has been challenging but rewarding. The complexity of running a church during COVID is immense, with so many factors having to be considered (ventilation, bathrooms, cleaning, eating, worshiping, singing, RE, youth, elders, and many more). We all learned to appreciate what makes a church community, and found new ways to nurture and protect that. Although there were inevitable tensions in our congregation over how much to prioritize safety, I believe we were all united in striving to discern what was best for our community as a whole. We look forward to continuing that process in the coming year.

Submitted by Lisa Ross, chair

Finance & Stewardship Cluster Reports

Finance Committee

The Finance Committee continued to meet regularly to review the church's finances and investments. The committee also worked on preparing the 2022/2023 budget.

Chalice Lighters

Inactive during this year.

Canvass Committee

Background:

We began Canvass activities in late January to support a canvass in March. Our early activities included:

- Setting dates
- Choosing a theme
- Determining a goal.

Our \$400,000 goal was based on a rough extrapolation from the prior canvass, with a 5% boost to support a 6% cost-of-living increase for the church staff. We faced great uncertainty internally and in the greater community about the impact of the pandemic and related changes to pledgers' church practices and financial situations.

The Canvass

As usual, the early weeks of the canvass brought substantial pledging. The response then slowed; at the end of March the shortfall would preclude staff pay increases and meeting some other priorities. The committee initiated the following steps to move the total closer to the goal.

- The Board and Council called and emailed individuals who had not pledged, with a reasonable response.
- Some congregation members agreed to fund a challenge, so that the church would receive \$100 for any pledging household that agreed to auto-renew their pledge next year.

Thirteen pledging units responded, and the challenge brought in \$1300.

- President Gene Rubin issued an additional focused request for funds to meet the goal.

As we compose this report at the end of April, some of these close-out efforts continue, and these numbers may change. The current results:

Total Pledged:	
\$383, 741	
Pledge Units total:	189
Pledge Units pledged:	139
(74%)	
Total pledged 2021-22:	
\$386,739	

We recommend that the church hold a supplemental fundraiser during the 2022-23 year.

Thoughts for next year:

- The canvass committee should begin work at the beginning of 2023.
- Closer collaboration between the canvass committee, church leaders and the finance committee will facilitate developing the canvass message and goal setting based on the church's financial needs and plans.
- Automatic renewal of pledges was a huge help, and church leaders should continue to promote that.
- Approximately 50 households did not respond to the pledge drive. Some of those households contribute to the church, however. The stewardship cluster needs to work with Rev. Mason and church leadership to assess the meaning of that and how to address it.

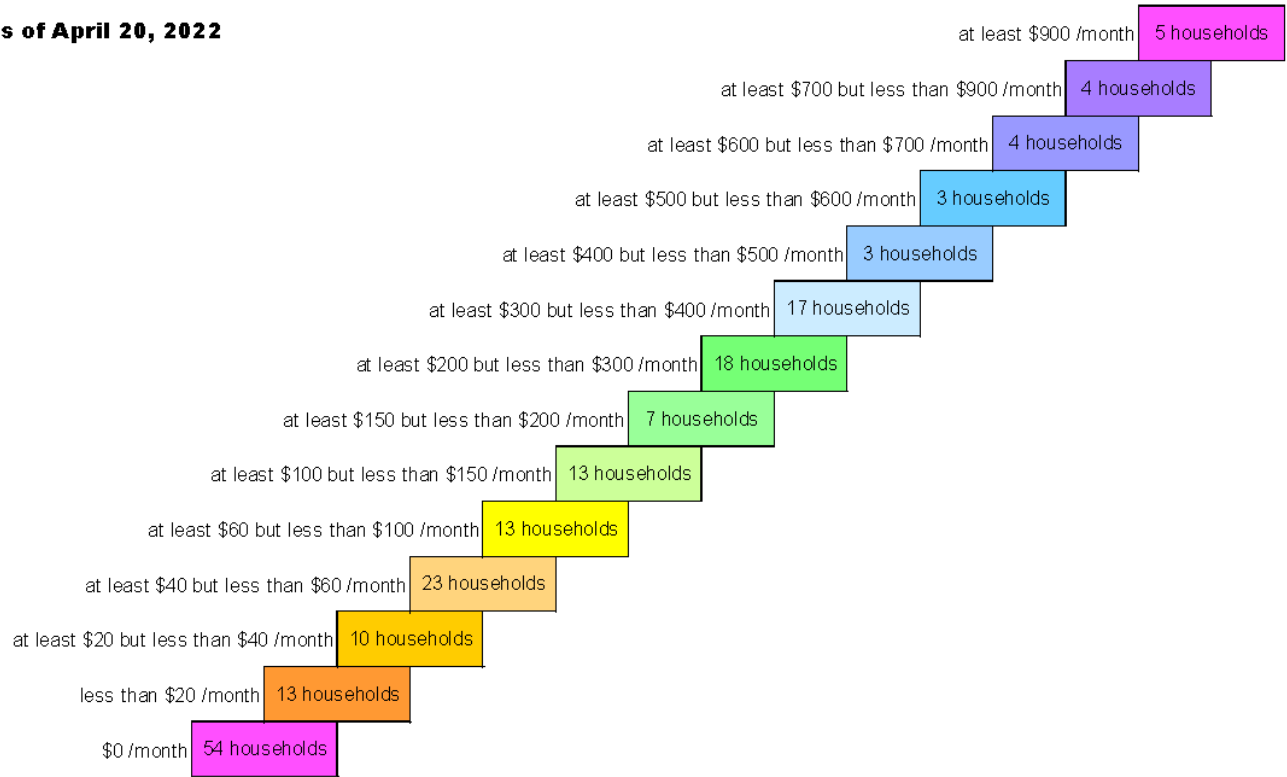
Submitted by Emily Jaycox and Kathy Wire

The final distribution:

First Unitarian Church

2022-2023 Pledging

As of April 20, 2022



Facilities Cluster Reports

Facilities Committee

Overview:

The Facilities Committee oversees maintenance, repair, modification and upgrades to the building and grounds owned by the First Unitarian Church of St. Louis. Facilities, Landscaping, Green Sanctuary and Esthetics fall under the Facilities Cluster and meet together as “Facilities.” All focus specifically on maintenance, beautification and the “greening” of the church and church grounds with an intent to provide a safe and welcoming environment for our congregants and visitors. Our slogan is “The Facilities Cluster- Keeping the Roof Up and the Weeds Down.”

Current Members: Clint Cruse (Facilities Chair/Cluster Captain), Lisa Cary (Landscaping Co-Chair), Karen Siegrist (Landscaping Co-Chair), John Cuntz (Handyman extraordinaire), Nick Pendergrast (Audio Team Lead, Lighting Superhero), Tom Finan (Construction Guru), and as an “at large” member, Lynn Hunt (staff liaison). Thanks to the many volunteers who have helped out on the Facilities and Landscaping work days.

During the period encompassed by the current budgetary cycle the Facilities committee has facilitated/assisted in the following facilities projects:

- We continue to work closely in support of the staff’s heroic efforts to keep everything in the building working properly and/or quickly repaired.
 - Specifically; assisted church administrator with various and ongoing repairs (boiler leak, HVAC repairs, ongoing plumbing issues, fence repair, gate installation).
- We continue to work in support of the Play Space planning and installation.

- Conduct work days (roof repairs, water damage repairs, door repairs, cleaning and various and sundry smaller repair projects).
- Helped assess and update lighting, sound, and multimedia systems.
- Removed old walls and wiring and leftover fixtures to turn the old bathroom/audio closet into an A/V control center with a lock on the door
- Managed the contractor installation of cameras, wiring and television studio equipment to make live streamed video production a reality
- Installed audio and video equipment and wiring to add functionality to the livestream and audio system. It was necessary because of budget constraints on the established A/V contract.
- Assisted in repairs to RE plumbing issues.
- Assisted in upgrades to various electrical systems and panels
- Assisted in choosing/sourcing new tables and chairs for Fellowship Hall.
- Assisted with evaluation and planning of Chapel Floor refinish.
- Repainted Chapel Walls

Ongoing/Pending projects:

- Continued updating of the Long Term Maintenance Planning Document
- Finishing plaster repairs at the rear of Fellowship Hall
- Make plaster and floor repairs and add shelves for the A/V control room
- Continue support of lighting enhancements as well as the livestreaming and sound systems
- Implement more formal training for things like boiler and A/V and sound systems
- Touch-Up Hope Chapel Overhang

- Repair concrete in front of main entrance
- Repainting of iron piping, more railings and fencing
- Various additional interior painting and plaster touchup
- Converting some restrooms to single use, gender neutral.

Facilities projects under consideration and/or anticipated next 1-5 yrs:

- Repaving/replacement of parking lot.(~\$6k-\$40k).
- Repair/Replacement of additional HVAC systems (~\$3k+ each).
- Replacement of appliances (stove ~\$5k).
- Acoustic treatments for Fellowship Hall (\$1500-\$5K).
- Conduct structural building inspections to identify current or pending issues.

The efforts, support and camaraderie of all the committee members and volunteers is VERY deeply appreciated!

Submitted by Clint Cruse, Chair

Landscaping Committee

In March we started our monthly gardening days. It's been a joy to work together on the landscaping without having to wear masks!

This past year, we started transitioning the front of the church from sun/shade plants to full sun plants now that the large sycamore is gone. We had the stump of the ash tree in the Memorial Garden removed, and in the coming months will work with Reverend Kim and the congregation to find an appropriate sculpture to grace that sacred space.

Last year we trimmed the trees in the parking lot, and had to remove one of the large birch trees on the west side of the church.

The current Landscaping Committee is Karen Siegrist and Lisa Cary. We get help and moral support from the rest of the Facilities Cluster, especially from our fearless leader, Clint Cruse. We would like to thank some of the volunteers who consistently show up on gardening days: Susan Lammert, Dottie Kinscherf, Stanley Birge, Wanda Manhanke, Alvin Vlietstra, Jeff Till, Kathy Reszinski, Tom and Judy Crouch, Grace Munie, Chuck Eby, and Lisa Ross. We apologize if we've forgotten anyone!

Submitted by Lisa Cary and Karen Siegrist, Chairs

Art Gallery

The Gallery was not active this year due to Covid 19 restrictions.

Growth and Engagement Cluster Report

Care and Concern

Our mission is to provide help to those of our congregation who are disabled, ill, bereaved or experiencing a life crisis and in need of hands-on and emotional support from fellow members. We also recognize and celebrate life's "joys" such as births, anniversaries, graduations, and other personal achievements.

Twenty-five Care and Concern Team volunteers work in collaboration with the minister. We consider our mission to be part of the church's covenant to be a caring community and to lend support to one another.

The Care and Concerns Team's outreach efforts were again tempered this year by the restrictions imposed by the Covid19 pandemic and effects of the lingering Omicron variant. As a result, we were not able to provide transportation, assist with memorial services or make in-home visits. However, the Team continued its practices of sending cards, providing meals, delivering groceries, and making phone calls. We did manage to continue our tradition of distributing bread and plants during the winter and springtime.

The Team coordinators are deeply appreciative of the efforts of our resolute Care and Concern volunteer team and Rev. Kim. A shout out to Claire Birge for her continued practice of sending out the wonderful handmade cards that she creates. A special treat this year was sending her special handcrafted Valentine Day cards to those on our Concerns list.

***Submitted by Team Coordinators:
Karen Siegrist, Larry Dusenbery and
Judith Crouch***

Film Group

It has been a challenge keeping a film discussion group functioning during the COVID pandemic, but a group of about

twenty members have continued to meet.....usually virtually. The usual setup is to view a film that is available on a streaming platform and then meet via ZOOM to discuss it. Occasionally the film is also being shown in a local theater. The group has been able to meet monthly and enjoyed some in person get togethers during the summer months.

If the pandemic continues to diminish, it is hoped that the group can once again meet monthly in person, either outdoors or indoors in groups of six to eight with a ZOOM link provided for anyone who is unable to attend in person. Getting together for live theater events like the MUNI is also on the group's "wish list."

The Film Discussion Group is open to everyone interested in viewing and discussing film and theater.

Submitted by Judi Crouch, coordinator

Hospitality

Like many other church groups, the Hospitality Committee has been dormant for the past year. We look forward to re-introducing a pleasant and welcoming Coffee Hour...with Donuts...for church members, friends, and visitors on Sundays in Fellowship Hall. Each week, we will once again be ordering and setting out the donuts, replenishing coffee and tea supplies, and cleaning up. New helpers are always welcome to join this especially important committee!

Submitted by Betty Neill, Coordinator

Makers Ministry

Maker's Ministry has continued with bi-monthly meetings during the last year, primarily on Zoom. We are currently transitioning to once a month Zoom meeting and once a month meeting in-person at the church. We are currently planning to meet the 4th Sunday of the month at church at 11:30 AM and the second Sunday of the month on Zoom at 7 PM. While members

are looking forward to returning to in-person meetings, interest in maintaining a monthly ZOOM meeting has also been expressed by members. The ZOOM meeting accommodates members who are traveling, living at a distance from the church, or having health issues which make it difficult to attend in-person.

The average attendance at meetings is around 6-8 church members, with 12 on the email reminder. We have not had any new members join in the last year. Attendance is very flexible and members are encouraged to attend “whenever” and are always welcomed even if we have not seen them for a while.

The fellowship component of the meetings has been very important in the last year.

Three members in our circle experienced deaths in their family. And several members have had serious health issues of themselves or family members. The check-in component of the meeting has often included tears and deep sharing about difficult life transitions, grief, or health concerns. Group sharing has also often focused on COVID related stressors and anxieties. We are working to start the meeting more consistently with a centering prayer or meditation to support the group process of support and faith. All members continue to engage in high levels of creativity in many different fiber arts and sharing of projects is an important component of fellowship.

The Maker’s Ministry has continued with a commitment to service by providing hand-made comfort items to church members. In the last year approximately 15 items- shawls, afghans, and baby blankets have been gifted to church members. All projects are self-funded by Maker’s Ministry members. A pillow and an afghan were given to Kim Hampton’s parents to offer as a remembrance of her involvement at our church. It has been challenging this year to keep up with the many persons who might have felt comforted by a gift from our Ministry due to the high number of church members who have experienced significant losses in the last year. The complexities of

coordinating projects when we are not meeting at the church has also been challenging. We have worked on developing some smaller gifts to share the creativity and love in our circle such as handmade cards.

Our goals continue mostly unchanged-casual fellowship which focuses on themes of creativity and joys/concerns, and service to the church by providing members or friends of the church with tangible hand-made items as symbols of love and care. In the coming year we will likely continue to experiment with the time of the meeting and format to accommodate both in-person and Zoom meetings. Hopefully with post-COVID increased church attendance we can welcome more newcomers to our group.

Submitted by Sherry Bassi, Facilitator

Membership Committee

First Unitarian welcomed 3 new members! This year, a welcome letter accompanies the first newsletter sent to visitors. A member of the Membership Committee was in attendance at New Member classes, Newcomer Chats and Membership meetings, for those exploring membership. The Membership Committee has remained somewhat active this year, continuing meetings (but meeting every other month, virtually) and completing a second round of "check-in" calls to all congregants in the Spring and Summer of 2021. Within those calls made to congregants, the Membership Committee explored what congregants were enjoying about the virtual environment, and what things could use improvement. The calls were successful, and seemed to be enjoyed immensely by those making and receiving the calls. Those active on the committee for the fiscal year were Peggy Feinberg, Gwenne Hickman and me, Erin Milligan. The Membership Committee is in the process of resuming its monthly meetings and other in-person activities as church activities are beginning to resume. In this time of being away, the Membership Committee is considering a virtual Membership Book for new members to sign virtually if they aren’t physically located in St. Louis. The Membership Committee will continue with organizing Reimagined Circle Suppers, sitting outside, socially distanced, bringing our own food and beverages, and

having some time together. The Membership Committee will be resuming some of its regularly scheduled activities as well, like the New Member Picnic.

Submitted by Erin Milligan, Chair

Women's Alliance

The Women's Alliance of the First Unitarian Church of St. Louis promotes support for our members and the church community through service, friendship and learning. Our funding comes from various sources including dues of \$30 a year, investment funds, donations and fundraising events.

Another source of income is the Opportunity Shop. During pre-pandemic times the Op Shop was open after Sunday services selling various donated items. During the hiatus a number of members have used the time to clean out and organize the Op Shop. Many bags and boxes of items have been sent to a number of charitable organizations. We will be open for business again soon now that we have returned to regular Sunday services.

This year the Alliance has continued holding meetings on Zoom on Tuesdays at 11AM. Starting the fourth Tuesday in April we will be returning to Fellowship Hall for our first multi-platform meeting (in person and Zoom) Members of the Alliance established a fund in memory of Charlie Kindleberger to help pay for the technology needed to have multi-platform events in Fellowship Hall. We are looking forward to staying in touch with members who are unable to attend in person.

In the past the Alliance had two in-person meetings a month. On the second Tuesday there is a business meeting at 11am followed by a "bring your own" lunch with dessert provided followed by a program. The fourth Tuesday starts at noon with a bring your own lunch followed by a program provided by the Programming Committee. We will continue to have Zoom meetings on all other Tuesdays at 11am for anyone wishing to participate. During the pandemic the weekly

Zoom meetings have been a great way to stay connected.

Each year the Women's Alliance offers a scholarship to a woman 21 or older who is finishing her education, is a member of a Unitarian Universalist church or fellowship in our area, and is a registered student. The decision for this year's selectee will be made by the Women's Alliance Scholarship Committee in May. This year's selectee will receive a \$3,000 award.

This past year the Alliance has signed up to maintain the Little Free Pantry on the first week of each month. Members have donated items, cash and time to maintain this worthwhile project. We have contributed \$2,000 to the annual Canvass, \$400 to the Partner Church Scholarship Fund and \$200 to the First Church Community Fund. We also provide holiday gifts to church staff members.

This year's Executive Committee is: President, Pamela Geppert; Vice-President, Kimberly Perry; Secretary, Pamela Gempel; Treasurer, Judith Crouch; Finance Chair, Sheryll Coulter; Program Chair, Carole Watson; Scholarship Chair, Lori Calcaterra; and Churchmanship Chair, Judy Till.

Women's Alliance members can be found actively participating in every facet of First Unitarian Church of St. Louis. Our meetings and programs are open to anyone who wishes to attend.

Submitted by Pamela Geppert, President

Programming Cluster Reports

Archives

The mission of Archives is to preserve the records and history of the church including The Church of the Messiah and The Church of the Unity. The archives continued to be maintained by Melanie Fathman.

Clark Lecture

The Clark Lecture was organized by the Executive Committee this year. It was held on April 10 with featured speaker Tony Messenger. Mr. Messenger is a Pulitzer Prize winning journalist and the metro columnist for the St. Louis Post-Dispatch. He spoke on topics related to his book *Profit and Punishment: How America Criminalizes the Poor in the name of Justice*.

It is a goal to have a new Clark Lecture Committee in place for the next programming year.

Covenant Groups

Covenant Groups are small groups (up to 10 participants) who meet monthly to share and engage in deep listening on various issues of values, ethics and beliefs.

Covenant Groups adapted to the pandemic restrictions by meeting online via Zoom.

The facilitators were:

Jan Herzog & Sabrina Trupia, Karen Siegrist & Erin Milligan, Tom Crouch & Peggy Feinberg, Emily Colton & Jeremy Colton, and Terry Yokota & Dan Franklin.

Covenant Groups continue to be one of the strongest ways for members and friends to get to know each other on a deeper level. Plans are being made to further expand the program in the next programming year.

Submitted by Lynn Hunt, Staff Liaison

ERDE (Earth Reverent Dedicants Extraordinaire)

ERDE which stands for Earth Reverent Dedicants Extraordinaire is a group established to support and honor our 7th principle, the earth is an interconnected web of existence. This past year ERDE has been returning to in person gatherings for winter and spring solstice and will also celebrate Beltane the arrival of late spring. The ERDE group is an earth based worship group that honors ancient rituals and traditions and is open to anyone seeking a greater spiritual connection to nature. We look forward to more in person rituals celebrating the solstice, equinox, and cross quarters between them in the coming months.

Submitted by Sue Herzberg, Chair

Flowers

Inactive this year.

John Learned Bookshop

Inactive this year.

John Learned Library

Between May 1, 2021 and April 30, 2022, the Library Committee purchased 14 books, all of which are new titles. The library acquisitions this past year were selected to support our members and friends in their spiritual quest, our lay leaders in their service to the congregation, our congregation's efforts to advance climate justice, and our church's participation in the Toward Justice project and our larger community. The library collection is available for browsing online at <https://www.firstuustlouis.org/learning/john-learned-library>. Books can be searched by title, author, publisher, subject area, and keyword. The church library is currently not staffed or available for browsing due to pandemic precautions. We look forward to welcoming you back to the library when that

becomes feasible. Members of the Library Committee in 2021-2022: Sarah Dashner, Dottie Kinscherf, Dori Miller, Joel Minor, Woody Sullivan, and Terry Yokota.

Submitted by Terry Yokota, Chairperson

Music Committee

The Music Committee members are Pam Geppert, Greg Hoeltzel, Dwight Homer, Chris Kocher (chair), Judy Meyer, Carolyn Toft, and John Watson. Ex-officio members are Joel Knapp and Earl Naylor. The Committee's focus this year was on supporting Joel and Earl and brainstorming methods of fundraising that could be implemented when the COVID pandemic-related restrictions abate. We also explored alternatives for implementing choral risers to the sanctuary.

As with the previous year, the COVID-19 pandemic had significant impacts to all areas of church function. Joel and Earl bore the responsibility of organizing music for church services with the full support and assistance of the Music Committee and the choir. The majority of the year had services held only via Zoom. Most of the music was recorded in advance by each individual and the individual contributions were then combined together. Building on the experience gained last year, coupled with leveraging the significant "digital enhancements" made in the Church sanctuary to elevate the quality and capabilities of web-based services (thanks to choir member Nick Pendergrass and others), Greg Hoeltzel continued to provide invaluable assistance to Joel with mixing the individual recordings submitted for each song as well as providing his own musical talents. In addition, Greg compiled artful visual displays to accompany music (e.g., the Roots and Wings Canvass). The last quarter of the church year found COVID restrictions easing to the point of allowing in-person services with live music and in-person choir rehearsals, all in accordance with Church policy.

We are grateful for the creativity and many hours of hard work by Joel, Earl, and Greg to organize and prepare music, as well as the musical contributions from various church members and non-members.

We remain hopeful that the COVID pandemic is behind us, and we can return to unrestricted services and rehearsals. We welcome any member or friend of the First Unitarian congregation who would like to join our committee in its efforts to support and enhance the music program of our church.

Submitted by Chris Kocher, Chair

Worship Committee

The 2021-22 Worship Committee (WC) embodies the innovation and tradition at our church that is a vibrant expression of Unitarian Universalism. Current members include (in alphabetical order) Bobbie Brantley, Tom Finan, Pam Geppert, Dwight Homer, Adam Lunter, Mike Lunter, The Rev. Kim Mason, Luke Steffan, and Claire Weichselbaum, with George Grimm-Howell serving as chair. Our intern student minister Sabrina Trupia also served on the committee this church year, and they will be missed. We were sorry to see Carole Watson step away from the committee and to see Claire Weichselbaum move away at the end of the fall. We are truly grateful for both Carole and Claire's major contributions to our worship in the past several years.

The committee works with our minister in offering worship that invites everyone towards lives of wholeness, service, and joy. The WC plans services for one out of four Sundays during the church year and approximately ten services during the summer (arranging for guest speakers, visiting ministers, or service leaders from our own congregation). On WC Sundays, we collaborate with Earl Naylor, Music Director and Organist; Joel Knapp, Choir Director; as well as Danielle Kozemczak, RE Director, for integrated inspiration.

The church year for this committee began with an extraordinary effort to program three outdoor worship experiences in the fall. This was intended to allow the congregation to come together after a long period of virtual worship due to the COVID-19 pandemic. The services were “multi-platform,” meaning they were both in-person and streamed live for those who were not able or willing to attend in person. Though the technology and setting evolved for those early outdoor services, we had successfully launched multi-platform worship at First Church.

A major development this church year was the addition of new equipment in the sanctuary to support streaming and multi-platform worship, along with hiring a new Audio-Visual (A/V) professional, Michael “Moe” Hurst. Rev. Mason and the Worship Committee were sad to say good-bye to our previous tech assistant, Damian Rivas, who was not able to assume the new A/V role due to his location in North Carolina. We also want to extend a heart-felt thank you to Nick Pendergrass who was instrumental in working with us to purchase, install, and troubleshoot new equipment. He collaborated with Moe to get us up and running with streaming and has continued to support us closely as we settle into the new technology and make continuous improvements.

Technical enhancements taken during this church year included high quality cameras, Internet improvements, a new sound system, and a video monitor in the sanctuary. In addition, we created a new approach to sharing Joys and Concerns via an online form so that we could continue our pandemic-inspired tradition of sharing these spontaneously during the worship service. Together, these have allowed us to successfully create a presence in the sanctuary and simultaneously on YouTube.

The committee looks forward to continuing its tradition of facilitating lay-led worship in the summer by both individuals and groups

within the church. We are now entertaining proposals for individual and group-led summer worship services. Please contact George Grimm-Howell if you’d like to learn more or if you’d like to be involved.

George Grimm-Howell will be stepping down as chair effective August 1, and Pam Geppert will assume the chair for the 2022-2023 church year. We are grateful to Pam for her dedicated and talented contributions to our worship, both logistically, technically, and musically, during this past church year and know the committee will be in excellent hands after George leaves First Church to begin his ministerial internship.

Submitted by George Grimm-Howell, Chair

Social Responsibility Cluster Reports

Social Responsibility Committee

The Social Responsibility Committee (SRC) offers opportunities to put our UU faith into action in the wider community through education, dialogue, fundraising, and volunteer activities consistent with our UU principles. Issues of health, hunger, and housing are primary.

The SRC focused its attention on two programs this year: its Designated Collection and SRC Coffee Hours.

Through Designated Collections members nominate qualified nonprofits or church committees as recipients of Sunday plate collections. Nominees must meet criteria that include serving needy families, children's educational access and success, or aid to the homeless and mentally ill.

Approved Recipients Include:

*International Institute
*Meds and Food for Kids
First Church Community Fund
UNICEF
Partner Church committee
St. Louis Food Bank
Trinity Hot Lunch Program
First Church Little Free Pantry
Gateway 180
Southside Early Childhood Center
Robert Ford Haitian Orphanage and School
Unitarian Universalist Service Committee
Prison Performing Arts
Court Appointed Special Advocates STL
First Church Caring Fund
Metropolitan Congregations United (MCU)
Dream Builders 4 Equity
First Church Play Area
Women's Alliance Scholarship Fund
Beyond Housing

*These two organizations were late additions in response to the earthquake in Haiti and the mass evacuations from Afghan and resettlement prospects in St. Louis.

From Homecoming Sunday through the end of March, plate collections totaled \$10,787.55 and ranged from a low of \$190 to a high of \$1000 per individual collection. The St. Louis Food Bank received the highest donation (\$1000) and Arch City Defenders the lowest (\$190).

This variance may reflect the shift to virtual rather than in-person services as well as fluctuations in attendance on Sundays.

The SRC committee also organized a series of Coffee Hours. These included presentations by representatives of the Healing Action Network which serves victims of sex trafficking; Prison Performing Arts which helps current and formerly incarcerated individuals; Court Appointed Special Advocates (CASA St. Louis) serving children in the foster care system and Dream Builders 4 Equity focused on Hyde Park youth and homeowners. A final Coffee Hour in May will feature the CEO of Beyond Housing and its work strengthening St. Louis communities.

Coffee Hours evidenced a wide variance in numbers of attendees, ranging from twelve to more than thirty-five participants per presentation.

The SRC thanks our First Church members and Friends for their generous support of the Designated Collection program and participation in Coffee Hours.

SRC membership is open to all, and we invite interested individuals to speak with a committee member regarding our focus and work.

***Submitted by Rosemary Lawton, SRC
Interim Chair***

Committee members: Kay Dusenbery, Donald Jeffries, Kimberly Perry, and Dean Burns

Fair Trade Coffee

The Fair Trade Coffee Project at First Unitarian sells Fair Trade coffee, chocolate, cocoa, tea, and olive oil; most of the products are also organic. For every pound of fairly traded products sold through the UUSC Coffee Project (of which we are a part), Equal Exchange donates 20 cents to the UUSC Small Farmer Fund. Because of the Covid-19 pandemic, we have had no in-person Fair Trade Coffee Sundays during the current fiscal year. During this fiscal year, the Fair Trade Coffee Project has used email notifications to share updates from Equal Exchange, including pricing promotions for direct orders through the Equal Exchange website, with our First Unitarian customer list. Many thanks to you for providing continued support to small farmers around the world.

Submitted by Terry Yokota and Dan Franklin

First Church Community Fund

Established in 1985, the First Church Community Fund (FCCF) supports First Church's involvement in the community, social action programming, and members' leadership in addressing community challenges.

Each July the FCCF committee issues an RFP to a wide variety of community organizations for micro-grants made possible by Fund income. For the 2021-22 CY, income of \$7400 enabled fifteen (15) grants.

Each of the organizations below received grants:

- **All Nana's Kids Closet (allnannakids.org)** - Warm winter coats for children and adults
- **Crime Victim Center (supportvictims.org)** - Steering wheel and gun locks for crime victims
- **Energy Care (energycare.org)** - Purchase and installation of air conditioners for vulnerable seniors

- **Gateway 180 (gateway180.org)** - Purchase of undergarments and clothing essentials for shelter clients
- **Healing Action Network (healingaction.org)** - Emergency hotel stays and transportation for victims of sex trafficking
- **Immigrant Home English Learning Program (ihelpstl.org)** - Educational supplies for language outreach to isolated and under-resourced immigrants
- **Joe's Place (joesplacestl.org)** - Dryer purchase for its group home for homeless teens
- **Lift for Life Gym (lifegym.org)** - Support for After-School programming for North City youth
- **Love for St. Louis (loveforstlouis.org)** - Help ensuring children and teens receive needed counseling
- **Northside Youth and Senior Services (nsysscc.org)** - Diaper supplies to families
- **Room at the Inn (roomstl.org)** - Nutritious food for clients coping with homelessness
- **Southside Early Childhood Center (southside - ecc.org)** - Plants and supplies for its outdoor play space used by 140 children
- **Unleashing Potential (upstl.org)** - Infant formula for families in its Building Resilience Programming
- **Walker Scottish Rite Clinic (srclinic.org)** - Support for remote tele-practice capability for speech /language diagnostics, therapy, and evaluation for Spanish-speaking children
- **Wellston Loop Community Development Corporation (wellstonloopcdc.org)** - Stipends to community residents aiding with community events, clean-ups, and outreach

The FCCF committee is appreciative to all those in our church community and the community at large who financially contribute to the FCCF and enable its annual grants.

Submitted by:

The First Church Community Fund Committee:

Rosemary Lawton, Chair. Members: Kay Dusenbery, Donald Jeffries, Lynn Shuter, Margaret Weck and Laura Zacher

Partner Church Committee

Current committee members are: Claire Birge, Stan Birge (Treasurer), Judith Crouch, Tom Crouch, Peggy Feinberg, Betsy Grimm-Howell, Gwenne Hickman, Mike Nolan, Kimberly Perry (Chair), Nadine Vlietstra, Carole Watson, John Watson, and Laura Zacher.

The pandemic and subsequent remote church events limited the fund raising this year for the Partner Church (P.C.) committee. The annual holiday bake sale and dinner/program were not held. Funds were raised from designated collections during Sunday services on November 14 and June 5. The P.C. Committee is grateful to the church community for its support. The Committee is also grateful to have received funding from the church's Women's Alliance, which helps fund student scholarships.

First Church minister Rev. Kim Mason and members of the P.C. committee (Kimberly, Carole, and Mike) conducted a service November 15 titled "Bridging History-Bridging Cultures" for the annual P.C. Sunday. The sermon explored the history of the Partner Church program and experiences of our relationship with the people of our Partner Church in Csókfalva. The service began with playing a recording of the Csókfalva church bells and included a video of the youth folk dancing group organized by Csókfalva minister Lóránt Tőkés, music of Hungarian Unitarian Bela Bartok played by First Church organist Earl Naylor and the

duet "Székely Blessing" sung by Kimberly and Pamela Geppert and accompanied by Jeanette Myers, and a Transylvanian history story read by Carole.

The visit by Lóránt and college student Babett Szombatfalvi continued to be delayed due to the pandemic and uncertainty in travel. Our church has helped fund Babett's education since high school and she has acted as translator during our visits to our partner church village.

The UUPCC (UU Partnership Church Council), which coordinates the partnership program, disbanded October 1, 2021. Fund transfers to the partner churches is being done by the UUA International Office. An organization to continue the activities of the UUPCC is being developed.

The minister of our Partner Church Lóránt announced that he is transferring to another church in Transylvania. We have spent the past nine years with Lóránt, sharing food, conversation, community, faith, and enjoying the company of him and his family during our visits. We will miss him and wish him well. The Transylvanian Unitarian Church Bishop has assigned a new minister for the Csókfalva church and we look forward to working with the future minister.

Funds raised by the committee supported student scholarships for Csókfalva church youth to attend a Unitarian High School in a nearby town or College in Kolozsvár. Since the beginning of our partnership in 1991, our church has provided over fifty scholarships. Other ongoing expenses are providing a supplement to the minister's meager salary and making a donation to the UUA International Office Partner Church Program.

Goals for the future include: 1) continuing our ongoing financial support of P.C. village scholarships and ministerial salary supplement, 2) providing financial assistance for travel between First Church

and Csókfalva, 3) continuing our contributions to P.C. building restoration projects, 4) exploring opportunities to increase communication between our congregations, and 5) bringing our minister and Babett to St. Louis for a visit.

Submitted by Kimberly Perry, Chair

St. Louis Foundation for Children

The St. Louis Unitarian Foundation for Children is the name under which the Mission Free School Board now does business. Since 1841, this board has been underwriting the living and learning of St. Louis' children. The Board members want the congregation to know of the distribution this year of over \$265,000 to 12 agencies in St. Louis supporting children in various ways. You may be interested in knowing more about agencies we support, or have suggestions about worthy organizations we might consider. If so, the trustees would welcome your interest. They are Sue Ashwell, Claire Birge, Jeff Cary, Chuck Eby, Melanie Fathman, Jane Hoekelman, Erin Milligan, and Steve Smidowicz. Rev Kim Mason is an ex officio member.

Submitted by Sue Ashwell, President, Board of Trustees

Toward Justice

We have resumed our Black Lives Matter Vigil on Saturday mornings.

Cathy Rauch and Sabrina Trupia organized ARREST II focusing on the History of Racial Inequality in the St. Louis Area. Participants watched assigned videos and guest facilitators guided the discussions once a month for four sessions. The Saturday following the final session in April, a bus tour of relevant sites was offered.

Several members of the committee continue to work with Metropolitan Congregations United on Juvenile Justice, housing issues, environmental justice, and legislative issues in Missouri.

Karen Seigrist and Marguerite Bogle worked with MCU and Washington University to install an air monitor at the Church. When the installation is completed a sign will show the air quality at our site. There has been a lack of adequate air monitoring in St. Louis and our monitor is part of a project to remedy this.

Lisa Ross invited Jenny Connelly-Bowen, Executive Director of Community Builders Network, to talk about the Housing Scorecard which gives St. Louis an F in affordable housing.

We had a delegation which attended the Planned Parenthood Annual Luncheon.

Cathy Rauch invited Tony Messenger, Pulitzer Prize winning Journalist, to be the Clark Lecturer on April 10. The public was invited to the lecture and reception following.

On May 28 there will be a tour of an exhibit at Washington University's Olin Library led by Geoff Ward, Professor of African and African-American Studies. First Church members will see

“Counter/Narratives: (Re) presenting Race and Ethnicity” and related exhibitions.

Submitted by Susan Lammert, chair