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ANNUAL REPORT 2017

FIRST UNITARIAN CHURCH OF ST. LOUIS

2017 ANNUAL REPORT

Agenda	3
2016-17 Policy Board Roster	4
2016-17 Church Council Roster	5
Minister's Report	6
Church President's Report	8
Church Council Report	10
Church Administrator's Report	11
Secretary's Report	12
Church Treasurer's Report	14
Life Span Faith Development Report	28
Music Director's Report	32
Church Committee and Organization Reports Index	33
Finance/Stewardship Cluster Reports	34
Special Gifts and Bequests	34
Facilities Work Group Reports	35
Membership Cluster Reports	37
Programming Cluster Reports	39
Outreach and Social Action Cluster Reports	41

2016-2017 ANNUAL MEETING AGENDA

SUNDAY, MAY 21, 2017 IN THE SANCTUARY
FIRST UNITARIAN CHURCH OF ST. LOUIS, MO
FIRST UNITARIAN CHURCH OF ST. LOUIS, A CORPORATION

Call to Order and Welcome	Tiffany Sewell, President
Opening Words	Gary James, Interim Minister
Reading of Congregational Covenant	Carole Watson, church Council Chair
Minister's Report	Gary James, Interim Minister
Church President's Remarks and Report	Tiffany Sewell, President
Church Treasurer's Report	Kathy Wilke, Treasurer
2016-2017 Budget Process Update	Steve Smidowicz, Finance Committee Chair
Transition Team Update	Margaret Weck, Transition Team
Request to add an additional Board Position	Action Item
Presentation of Slate of Nominees for open positions	Joan Kindleberger, Talent Engagement and Development Liaison
Vote on Officers and Trustees	Action Item
Closing Words	Gary James, Interim Minister
Adjournment	Action Item

POLICY BOARD ROSTER 2016-2017

Church Officers

Tiffany Sewell..... Church President
Emily Colton.....Vice President
Carole Watson Church Council Chair
Erin Milligan Secretary
Kathy Wilke Treasurer

POLICY BOARD MEMBERS

Ronan Wallace (2018)
Capitol Budget Planning
(h) 806-647-9020
ronanjwallace@yahoo.com

Tony Fathman (2018)
Committee on Ministry
(c) 314-406-1201
terrettfathman@gmail.com

Larry Dusenbery (2017)
Long Range Planning
(h) 314-962-0277
larrydusenbery@msn.com

Joan Kindleberger (2020)
Leadership and Development
(h) 314-367-6868
joankindle@yahoo.com

Kathy Wire (2019)
**Healthy Congregations/
Peace Building**
(h) 314-567-7615
kathy@wireriskstrategies.com

**CHURCH COUNCIL ROSTER
2016-2017**

Carole Watson

Church Council President

CHURCH COUNCIL MEMBERS

Charlie Kindleberger (2018)

Outreach & Social Action Cluster

(h) 314-367-6868

(c) 314-6307-3398

kindlebergerc@yahoo.com

Clint Cruse (2019)

Facilities Work Group Cluster

(h) 314-968-4683

(c) 314-210-5652

karensiegrist@gmail.com

Steve Smidowicz(2020)

Stewardship Cluster

h) 618-656-2768

C) 618-420-9915

ssmidowicz@sbcglobal.net

Brittany Hagedorn (2020)

Membership Cluster

(h) 920-296-9540

Brittany.hagedorn@gmail.com

Gary James

Programming Cluster

(c) 847-372-2862

revgsjames@gmail.com

MINISTER'S REPORT

SUBMITTED BY REV. GARY JAMES

SUMMARY

Summary

I have identified a number of the critical issues the congregation will need to address during the Transition Ministry. All of these concerns will continue to need further attention this coming year, however a number of important accomplishments have been made in these areas of concern, and in other areas as well.

Membership : Over the last decade and more there has been a significant loss in membership, this is true for recent years as well, both in real terms and in numbers on paper, persons who are removed from membership after no pledge of record for two and three years. However, this year, membership loss has been reversed and we are now realizing a modest growth in new church members and return of older members.

Finances : There has been a decline in financial support, due largely to the death or relocation of some significant donors. The good news is that the preliminary results of our annual 2017 canvass indicate an increase in giving in the first hundred members canvassed. With our aging congregation, who are our larger contributors, I believe we will need to continue identifying how we can generate additional income - membership development being our number one goal, but also adjusting current expectations to match available funds will be necessary.

Staff : The staff was in need of stronger leadership. We are creating a stronger staff team with weekly structured meetings, annual goals, and an assessment process. We are also establishing a Personnel Committee who will be involved in both the hiring of staff and facilitating an annual assessment process for

staff and church leadership for improving the quality of our shared ministry in relation to mission/vision and a 3-5 year strategic plan.

Governance Structure : The church leadership is addressing the challenges of a new governance structure. We will be implementing an assessment procedure in 2017, part of a Mission/Vision/Strategic Planning process, to determine what further revisions may be necessary.

Leadership : A new "Executive Committee" made up of the Board President, Council Chair and the Minister has been created. This committee meets once a month to coordinate Board, Council and staff leadership. The Executive Committee will be of significant benefit as we move toward a mission driven church and 3-5 year strategic planning, which will include defining the roles and responsibilities of professional and lay leadership in relation to the mission/vision. Thank you to Tiffany Sewell and Carole Watson for the many hours of devoted leadership to the Board and Council.

Transition Team : The Transition Team: Margaret Weck; Judy Meyer; Chuck Ebby; Brian Blosser; Todd O'Boyle; Jeff Cary, completed their interviews of a representative sampling of the congregation and presented their report to the Board in April. Their recommendations for the Transition Ministry will guide our efforts in the coming year. We will need to make some revisions in light of our present size and make some budgetary adjustments. The proposed *Transition Goals and Objectives* for the Transition Ministry of 2017 – 2018 are to be implemented within a Mission/Vision/Strategic Planning model

recommended by the UUA. Many of those goals have been incorporated into this report. (Please see the Transition Team Report for details.)

Memorial Services : This was a year filled with much grief following the death of many church members: Marietta Hunsche; Robert Murphy; Patricia Davis; Shirley Martin Bassett; Mimi Hubert; Brian Leander; Lorraine Wallis; Carolyn Grimm Nolan; Charles Manley; Warren Keller; Connie Goss; Donald Stahl; Vera Falk. *We are the ever-living dead, for the dead are ever-living in those to whom they have passed on their lives, dreams and labors. We have not only our lives to live, but theirs also. If we do not fail them, the dead live on. They live forever if their causes and dreams live on in us and the world we build. Will they die a second time? Only we can answer. We hold their death or their everlasting life.*

Robert Ingersoll

I am happy with the work we accomplished this first year of our Transition Ministry. The leadership of the church: Policy Board and Church Council; the Transition Team; the staff and all committee heads and members are to be commended for their hard work. Much more important work is planned for next year as we continue to prepare the congregation to enter the search process and successfully call a highly qualified candidate as First Unitarian St. Louis' new settled minister.

Submitted by Reverend Gary James

CHURCH PRESIDENT'S REPORT

SUBMITTED BY TIFFANY SEWELL

This Church Year has been a busy one for all involved, and my report is an attempt to summarize all the work that's been going on at the Board Level. Last year's Annual Meeting was poorly attended and did not have a quorum, so although everyone present at the meeting voted unanimously to elect the slate of nominees presented by the Board, we started the year without an official affirmation by the congregation.

We bid farewell to Rev. Thomas Perchlik at the end of the summer and welcomed our Interim Minister, Rev. Gary James to our church family. Rev. James brought with him a history of experience as a UU minister, and he was charged with a number of goals, including strengthening the quality of sermons, helping the church to "find our ministry," supporting the church's governance structure, working with the board to clarify staff and volunteer roles, inspiring the congregation to increase their financial contributions and building a stronger sense of community in the whole church. The leadership of our church has made many strides toward these goals.

With Rev. James present, the Board and Council met at our annual day-long retreat in September. This retreat gives members of the two governing bodies of our church time to come together and talk about priorities for the coming year. We began the meeting sharing our personal stories – what had brought us to First U, what we appreciate most about our church, and our hopes for the church's future. We set expectations for Board and Council members and learned a bit about effective meeting facilitation. That afternoon was spent prioritizing goals established by the Long-Range Planning team for the current church year. We started to identify which goals were

"quick wins" and which would require more time. We also spent time brainstorming what person or committee would own each item. The retreat was a great opportunity to spend time together talking about priorities for our church.

Since the retreat, our church has accomplished a number of things at the "Board Level," including . . .

- Formation of a Transition Team to support Rev. James during his Interim Ministry. Once this team was established, they upon a series of interviews in the Appreciative Inquiry style to help identify current areas of concern within our congregation. The Transition Team's full report was presented to the Board at our April 2017 meeting.
- Updates to financial communications. Our Treasurer, Kathy Wilke, has been working with both the Church Administrator and our accountant to make financial communications easier to understand and more helpful to those in need of the information
- Support of a successful auction. Led by Emily Jaycox, our auction generated almost \$7K more than we had budgeted for, allowing us to make up part of the shortfall in our budget and potentially preventing us from having to withdraw funds from our General Fund to balance the budget.
- Further review and assignment of the items from the Long-Range Planning team, discussion of how these goals might be accomplished and who would be responsible, accountable, consulted and informed along the way.
- Creation of an Executive Committee, consisting of the Minister, Policy Board President and Church Council Chair, to review goals and concerns at a high level, to ensure they are being addressed by the

appropriate part of the church organization. .

- The review and update of a number of job/committee descriptions for Board members.
- A successful Mid-Winter meeting, which included gathering information about what church members and friends were most interested in learning about, related to our Interim Ministry. These comments have been reviewed at a Board level and shared with the Transition Team to help in their efforts, and will be used to guide conversations as we move into our second year of Interim Ministry.
- Support of the Finance Committee in their creation of a budget for the coming year
-

We have been busy these past months, working to serve the church we all love. The work is never-ending, and I am thankful to each and every member of the Board for their service. Some things are already claiming a spot on the next board's "to do" list. Most of those will grow from the work of the interim Transition Team as it helps the Board and Rev. James identify efforts that will move us forward to readiness for a new settled minister.

CHURCH COUNCIL

SUBMITTED BY CAROLE WATSON, CHAIR

This has been a year of learning and sharing for me. I took over from Mark Bruns, who chaired the Council for most of 2015-16. The Council's first act was to send Mark a letter of thanks for volunteering his time and energy to our church. As a volunteer organization dependent upon the time, energy, and monetary donations of each of us, it is paramount to acknowledge and thank each members and friend for their positive contributions. We must also forgive ourselves and others when we make unwise choices, in order to move on.

Nest, the Council and I worked on clarifying and strengthening the still new governance structure. Basically, the Church Council consists of five clusters, each with its representative captain (Captains of Cluster), and a chairperson. Also present at each monthly meeting are the following non-voting members: the minister; president of the Policy Board, the church administrator, the RE Director; and the Membership Coordinator. The Clusters (gathering of related committees) and their leaders this past year are as follows:

Outreach and Social Action Cluster—Charles Kindleberger

Stewardship Cluster—Steve Smidowicz

Facilities Cluster—Clint Cruse

Membership Cluster—Brittany Hagedorn

Programming Cluster—Rev. Gary James

I want to personally express my deepest gratitude to the Council members during this past year. They have shown remarkable patience and support as I have navigated my new position. Their unfailing energy, creativity, and commitment to the Council and our church are an inspiration.

The Council operates in tandem with the Policy Board to attempt, fueled by dedicated volunteer

power, to keep the church going on both a long term and a daily basis. The Council in particular deals with issues relevant to day-to-day church life and to the committees it represents. There is much overlap with the Board, whose domain is policy and money, so the Council chair and the Board president attend each other's meetings in order to ensure close communication. There is a list of just a few of the issues, events, and concerns that have been discussed at Council this past year.

- ◆ Support for the Auction
- ◆ Several facilities-related problems, such as leaf removal
- ◆ Sponsoring the spring Fellowship Dinner
- ◆ Social action projects, in particular the Holy Ground Collaborative Lending Program
- ◆ Budget Summit and related committee budget questions
- ◆ Use of our Outdoor spaces
- ◆ Improving communication with the congregation (ongoing)
- ◆ Keeping the Greenleaf Garden going

We often have guests relevant to a certain topic, which adds greatly to our understanding and helps lead to wiser decisions. Thanks to our guests this past year.

The coming year will hold many challenges and rewards. I look forward to embracing the, with your support and the support of the Church Council.

CHURCH ADMINISTRATOR'S REPORT

SUBMITTED BY YVETTE CLEMONS

The church office would like to express sincere thanks to members and church leadership. This year we expect to have a more productive year with our telecommunications. We have enhanced our internet service and are looking forward to improving our wifi service. Efforts are continuously being made toward creating a robust social media through our Facebook page with beautiful pictures and informative posts and lively conversations.

Our website continues to have a good online presence that depicts the needs of our church and community. Each page states information that allows communication with our church and the community. **Carl Bassi** provides the capability to listen to recorded sermons on the site.

Our website offers the ability to pay your pledge, pay for events and make other various contributions on-line using PayPal. You may have seen PayPal being used in Fellowship Hall for purchasing Fair Trade coffee items.

Our monthly newsletter is available on-line and provides information that aligns activities with the strategic plan for the church and its members. Thanks to **Donald Jeffries and Larry Dusenbery and Carole Watson** for taking the time out of their busy schedules to help with monthly proofreading of the newsletter before going to print. In addition, I would like to express great gratitude for our newsletter folders for their time every month with folding the newsletter for mail distribution. In addition, we have added an e-newsletter managed monthly by our Daniel Livengood.

I am looking forward to the coming year and teaming with the various committees to focus on efforts that will continue to cultivate strong relationships in the community, as well as in the church.

Elliott Smith is now our permanent maintenance personnel are doing a great job of keeping the facility clean.

I thank our Church Council, Policy Board and Finance Committee, for the many volunteer hours put in to balance a budget that reflects the mission and vision of the church. Difficult, sometimes painful decisions were made, but they were made with loving stewardship. A reminder that our committees are essential to the life and growth of the congregation.

It is very rewarding to know that **Lynn Hunt, Augie Underwood and Dan Livengood** are there in numerous ways to encourage and help when needed. Ms. Augie, plays a major role as Administrative Assistant and does a tremendous job balancing many tasks.

Rev. Gary James is a good head of staff concerned with helping the office staff in any way possible for an easier transition and more comfortable working environment.

Moreover, I thank the First Unitarian Church family for the endearing and constant support for the church office staff.

SECRETARY'S REPORT

SUBMITTED BY ERIN MILLIGAN

Sustaining Members:	278	Resignations:	12
Associate Members:	39	Ian Cooper	
		Patty Cooper	
		Amy Genova	
New Members:	12	Morgan Paris	
Lindsey Bastedo		Thomas Perchlik	
Tim Bastedo		Betty Politsch	
Mark Csrlson		Adam Sachs	
Gary Glenn		Paul Shaw	
John Gray		Kiri Ulmschneider	
Jess Green		Dan Yezbick	
Michelle Green		Rosalie Yezbick	
Mike Lunter		Change to Associate Membership	20
Bob Oksner		Amanda Adamse	
Molly Oksner		Amanda Dever	
Jim Talbert		Patricia Gibson	
Claire Weichselbaum		Shelly Gonzalez	
		Mike Hale	
Memorial Services/Interments:	10	Stephen Harris	
*Shirley Bassett		Gina Hoagland	
Patricia Davis		Jeff Krull	
Vera Falk		Jane Loe	
*Connie Goss		Carol McArthur	
Mimi Hubert		Mark Nordhelm	
*Warren Keller		Karen O'Malley	
*Charles Manley		Ashley Packard	
*Carolyn Nolan		Jessica Reid	
<i>Donald Stahl</i>		Jordan Skowronski	
*Lorraine Wallis		Jim Stehman	
<i>*Memorial Garden Interment</i>		Gary Underwood	
		Maria Watson	
Child Dedications:	0	Charles Willingham	
Wedding/Union Ceremonies:	13	Reinstated:	0

Our total membership, including sustaining and associate, is now at 317, with only 278 voting members. The large increase in associate members, who are non-voting members, is due to many previously sustaining members who are no longer active here but have not officially resigned. This is determined following the rules set forth in our Bylaws and Governing Rules

We have 12 new members who have joined us in the 2016-17 Church Year.

TREASURER'S REPORT

SUBMITTED BY KATHY WILKE

TREASURER'S REPORT ANNUAL MEETING MAY 21, 2017

I have included four reports that demonstrate the present state of the financials for First Unitarian Church.

The first is a reporting of Support & Revenue and Expenses for the Fiscal Years 2012 to 2016. This shows the decline in revenue, but it also demonstrates the decline in spending. The Finance Committee has balanced the budget during these years by reducing costs to offset the decrease in revenue.

The second report is a Balance Sheet for the same Fiscal Years. This report lists the Fund Balances for the Church's investment accounts, as well as physical assets owned. There is also a listing of the Reserve Accounts, which are funds set aside for specific purposes.

The third report is the Statement of Activity for the first three quarters of the present Fiscal Year. The three columns show the actual Support & Revenue, the Budgeted amount for this time period and the budgeted amount for the entire Fiscal Year. Overall, the actual amounts taken in are higher than the Budgeted for this time period. The expenditures, however are also higher than the Budgeted amounts. The overall effect is a positive balance.

The fourth report shows the Balance Sheet for this Fiscal Year as of March 31, 2017. The total of Liabilities and Equities is higher than the total for Fiscal Year 2015/2016. This report also has the current values for the Reserve accounts.

One of my goals as Treasurer is to answer all of your questions and to make sure that financial information is available. Please feel free to e-mail me (kwilke@wilkewilke.net) with any questions you may have. If I don't know the answer, I will find out.

Please don't forget to pay your pledge for this Fiscal Year before June 30, 2017. This will help maintain our positive balance.

Thank you all very much for the opportunity to serve you.



First Unitarian Church Balance Sheet

As of March 31, 2017

	Total
ASSETS	
Current Assets	
Bank Accounts	
10000 Cash-Busey Bank	5,663.74
10010 PayPal	-1,710.00
10200 Petty Cash	0.00
Cash-Pulaski Bank	0.00
Total Bank Accounts	\$3,953.74
Accounts Receivable	
12000 Accounts Receivable	0.00
Total Accounts Receivable	\$0.00
Other Current Assets	
13000 Investments - Unrestricted	0.00
13100 General Fund	291,154.38
13105 Transfers - Unrestricted	-23,748.54
Total 13000 Investments - Unrestricted	267,405.84
13109 Investments - Restricted	
13110 Endowment Fund	647,099.32
13200 Lewis Fund	218,734.92
13300 Clark Fund	115,898.95
13400 CAEF	80,585.49
13500 Dodson Fund - Prin	37,074.78
13520 Dodson Fund - Res	10,490.40
13900 Transfers - Restricted	23,748.54
Total 13109 Investments - Restricted	1,133,632.40
14000 Treasury Notes	5,990.48
16000 Employee Loan	0.00
16200 Prepaid Expenses	0.00
16800 Employee Cash Advance	0.00
Undeposited Funds	0.00
Total Other Current Assets	\$1,407,028.72
Total Current Assets	\$1,410,982.46
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	\$4,744,039.46
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	

Report: Balance Sheet

	Total
20100 Payroll Liabilities	0.00
20200 Federal Liabilities Payable	4,688.37
20300 State Withholding Payable	425.74
20400 City Withholding Payable	1,273.48
Total 20100 Payroll Liabilities	6,357.57
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	18.50
20540 Retirement--401(a) WH Payable	0.00
20550 Retirement--SEP IRA Payable	0.00
Total 20500 Benefits Liabilities	18.50
21000 Other Liabilities	
21010 Due to outside charities	200.00
21090 Miscellaneous liabilities	0.00
21092 A/C Repair Payable	0.00
Total 21000 Other Liabilities	200.00
Direct Deposit Payable	0.00
Payroll Clearing	0.00
Payroll Tax Payable	0.00
Total Other Current Liabilities	\$6,576.17
Total Current Liabilities	\$6,576.17
Long-Term Liabilities	
23000 Reserves	
23100 Holt	0.00
23200 Sabbatical	4,000.00
23300 Capital Maintenance	23,103.19
23310 Windows	50.00
23400 Partner Church	3,821.81
23500 Prepaid Pledges	0.00
23575 Prepaid Contributions	0.00
23600 Intern Fund	2,090.00
23630 Membership Coordinator Fund	31,666.64
25011 Memorial Fund	17,030.78
25012 Special Gifts	10,241.50
25020 Social Responsibility	4,802.38
27000 Other Custodial Accounts	
27005 Auction Items	220.00
27010 Office Equipment Reserve	0.00
27020 Bookstore	1,029.60
27024 Boston Trip Reserve	1,973.18
27030 Piano Reserve	8,819.00

Report Balance Sheet

	Total
27040 Landscape Reserve	1,500.00
27050 Renovation Reserve	0.00
27060 RE Reserve	9,451.00
27065 Sandwich Making	1,082.06
27067 Trinity Hot Lunch	-234.40
27070 Women's Alliance Op Shop	436.20
27080 Caring Ministry Reserve	6,757.64
27090 Keyboard Reserve	456.37
27100 Healthy Congregation Reserve	2,526.48
27110 PR/Marketing	1,219.28
27120 Library	100.00
27130 Men's Wellness Ministry	431.00
Total 27000 Other Custodial Accounts	36,371.80
Total 23000 Reserves	133,178.50
Total Long-Term Liabilities	\$133,178.50
Total Liabilities	\$139,754.67
Equity	
30000 Opening Bal Equity	0.00
33000 Building Fund	
33100 Building	856,091.00
33500 Building Improvements	2,376,966.91
Total 33000 Building Fund	3,333,057.00
35000 Fund Balances--Restricted	
35110 Endowment Fund	647,059.02
35200 Lewis Fund	215,734.92
35300 Clark Fund	115,058.95
35400 Community Action Endowment Fund	88,575.97
35500 Dodson Fund - Prin	37,074.78
35520 Dodson Fund - Res	10,490.40
Total 35000 Fund Balances--Restricted	1,115,874.34
38000 General Fund--Unrestricted	136,016.47
Net Income	19,336.28
Total Equity	\$4,604,284.79
TOTAL LIABILITIES AND EQUITY	\$4,744,039.46

Gas - Basis

First Unitarian Church
Actual YTD Compared to Budget YTD

July 1, 2016 - March 31, 2017

	Actual	Budget	FY 16/17 Budget
Support & Revenue			
40000 Operating Pledges			
40010 Current Year Pledges	317,943.92	288,194.00	\$364,194.00
40090 Prior Year Pledges	0.00	14,000.00	\$15,000.00
Total 40000 Operating Pledges	\$ 317,943.92	\$ 302,194.00	\$379,194.00
40200 Contributions & Collections			
40210 Regular Plate Collection	6,163.57	12,600.00	\$15,600.00
40250 Designated Collections	8,331.70	11,300.00	\$14,000.00
Total 40200 Contributions & Collections	\$ 14,495.27	\$ 23,900.00	\$29,600.00
40300 Women's Alliance	0.00	1,500.00	\$2,500.00
40310 Women's Alliance Op Shop	68.45	0.00	\$0.00
40400 Building Use Income	9,314.00	10,700.00	\$15,000.00
40500 Investment Income- Endowment	22,700.00	22,500.00	\$30,000.00
40520 Investment Income-General	3,106.47	450.00	\$600.00
40700 Miscellaneous Income	1,475.00	150.00	\$300.00
40750 Unrestricted Gifts	3,120.16	675.00	\$900.00
	\$39,784.08	\$35,975.00	\$49,300.00
40800 Fundraisers			
40810 Auction	16,687.48	0.00	\$0.00
40811 Schnucks	947.21	900.00	\$1,200.00
40819 Miscellaneous Fundraisers	794.00	7,500.00	\$10,000.00
Total 40800 Fundraisers	\$ 18,428.69	\$ 8,400.00	\$11,200.00
40910 Interest Income	15.51	0.00	\$0.00
40950 Landscape Reserve	4,516.20	0.00	\$5,570.00
41500 Transfer from General Fund	0.00	0.00	\$0.00
41550 Transfer from Membership Coordinator Fund	15,000.00	15,000.00	\$20,000.00
	\$19,530.81	\$15,000.00	\$25,570.00
Total Support & Revenue	\$ 410,183.77	\$ 385,469.00	\$494,864.00
Gross Support & Revenue	\$ 410,183.67	\$ 385,469.00	\$494,864.00

Expenses			
50000 Staffing			
50100 Salaries and Wages			
50120 Gross Wages--Salaries	154,967.27	134,703.00	\$179,608.00
50130 Gross Wages--Hourly wages	25,695.18	22,500.00	\$30,000.00
50135 Gross Wages-Contract Labor	13,436.96	17,325.00	\$23,102.00
50190 Housing Allowance	22,916.66	26,250.00	\$35,000.00
Total 50100 Salaries and Wages	\$ 217,016.07	\$ 200,778.00	\$267,710.00
50200 Benefits			
50210 Health Insurance	27,501.22	23,247.00	\$31,000.00
50220 Dental Insurance	448.00	0.00	\$0.00
50230 Retirement--401(a) Expense	14,467.40	14,598.00	\$19,465.00
50260 Life Insurance	52.48	562.00	\$750.00
50270 Payroll Taxes	9,720.45	8,442.00	\$11,259.00
Total 50200 Benefits	\$ 52,189.55	\$ 46,849.00	\$62,474.00
50450 Moving Expenses	7,798.61	0.00	\$0.00
50500 Staff Expenses			
50510 Administrator Staff Expense	346.52	375.00	\$500.00
50520 Religious Educator Staff Expense	3,183.10	3,000.00	\$3,800.00
50530 Music Director Staff Expense	409.00	0.00	\$0.00
Total 50500 Staff Expenses	\$ 3,938.62	\$ 3,375.00	\$4,300.00
50600 Minister's Expenses	1,580.17	5,250.00	\$6,000.00
Total 50000 Staffing	\$ 282,523.02	\$ 256,252.00	\$340,484.00
51000 Administrative			
51050 Canvass	0.00	1,500.00	\$1,500.00
51100 Internal Communications	240.00	2,000.00	\$3,100.00
51200 Board Expenses	32.45	150.00	\$200.00
51400 Office Supplies	3,664.71	900.00	\$1,200.00
51500 Office Equipment & Repairs	897.14	600.00	\$1,000.00
51580 Fundraising	-20.00	0.00	\$0.00
51600 Bank Charges	4.50	0.00	\$0.00
51650 Payment Processing Fees	1,206.54	900.00	\$1,200.00
51700 Computer Expense	571.80	500.00	\$750.00
51800 Legal & Accounting	2,468.29	2,800.00	\$4,000.00
51900 Postage	2,064.58	2,200.00	\$3,000.00
51920 Mileage	81.18	0.00	\$0.00
51995 Special Events	58.90	0.00	\$0.00

91997 Leadership Dev & Nominating Comm	0.00	300.00	\$300.00
Total 51000 Administrative	\$ 11,268.09	\$ 11,850.00	\$18,250.00
52000 Building			
52100 Building Maintenance	7,943.42	5,200.00	\$7,000.00
52150 Housekeeping & Supplies	4,367.93	4,450.00	\$6,000.00
52200 Insurance	9,297.75	8,000.00	\$1,350.00
52250 Telephone	1,391.67	2,250.00	\$3,000.00
52300 Utilities	19,080.37	18,800.00	\$25,000.00
52350 Equipment & Repairs	8,102.78	12,520.00	\$16,720.00
52400 Contract Labor	22,945.00	15,000.00	\$20,000.00
52500 Landscaping	2,727.17	4,290.00	\$5,740.00
52550 Security	6,393.16	6,050.00	\$8,000.00
Total 52000 Building	\$ 82,249.25	\$ 76,560.00	\$104,960.00
53000 Worship			
53100 Music	700.00	0.00	\$0.00
53110 Guest Musicians	815.00	1,450.00	\$2,000.00
53190 Miscellaneous	299.54	250.00	\$650.00
Total 53100 Music	\$ 1,814.54	\$ 1,700.00	\$2,650.00
53200 Worship Expenses	695.48	1,650.00	\$2,100.00
Total 53000 Worship	\$ 2,510.00	\$ 3,350.00	\$4,750.00
53500 Education			
53510 Children and Youth RE	4,155.63	6,440.00	\$8,570.00
53520 Adult Religious Education	418.67	400.00	\$500.00
53540 Young Adult Group	0.00	75.00	\$100.00
53600 John Learned Library	108.72	200.00	\$350.00
Total 53500 Education	\$ 4,683.02	\$ 7,115.00	\$9,520.00
54000 Membership			
54100 Membership Expense	0.00	550.00	\$700.00
54200 Hospitality	-20.70	950.00	\$1,250.00
54300 Feasts & Festivals	1,033.44	200.00	\$250.00
54303 Welcoming Congregation	-24.00	100.00	\$100.00
54600 Website	60.00	0.00	\$0.00
54990 Archives	-250.00	0.00	\$0.00
Total 54000 Membership	\$ 798.74	\$ 1,800.00	\$2,300.00
55000 Social Action & Outreach			
55100 Social Responsibility Committee	-8.00	50.00	\$50.00
55110 Fair Trade Coffee	1,030.14	0.00	\$0.00
55130 Sandwich-Making	3,546.67	3,375.00	\$4,500.00
55150 SRC-Other	-641.45	400.00	\$450.00
Total 55100 Social Responsibility Committee	\$ 3,927.36	\$ 3,825.00	\$5,000.00

55200 UUSC	-458.62	0.00	\$0.00
55300 Designated Collections	2,280.35	8,100.00	\$10,000.00
55610 Green Sanctuary	0.00	410.00	\$500.00
55620 Arts Presence	0.00	240.00	\$300.00
55750 Care & Concern Ministry	340.48	240.00	\$300.00
Total 55000 Social Action & Outreach	\$ 6,089.57	\$ 12,815.00	\$16,100.00
56000 Denominational Support			
56035 Mid America Region	725.00	0.00	\$0.00
56050 Partner Church	0.00	200.00	\$400.00
56055 Covenant Groups	0.00	100.00	\$100.00
Total 56000 Denominational Support	\$ 725.00	\$ 300.00	\$500.00
Total Expenses	\$ 390,846.69	\$ 370,042.00	\$494,864.00
Net Operating Income	\$ 19,336.98	\$ 15,427.00	
Net Income	\$ 19,336.98	\$ 15,427.00	

First Unitarian Church
Balance Sheet

FY 12/13, 13/14/ 14/15, 15/16

	FY2012/2013	FY2013/2014	FY2014/2015	FY2015/2016
ASSETS				
Current Assets				
Bank Accounts				
10000 Cash-Busey Bank	29,467.62	72,013.15	52,936.91	20,034.52
10010 PayPal	0.00	0.00	4,537.00	2,721.00
10200 Petty Cash	50.00	50.00	50.00	0.00
Total Bank Accounts	\$ 29,517.62	\$ 72,063.15	\$ 57,523.91	\$ 22,755.52
Accounts Receivable				
12000 Accounts Receivable	0.00	0.00	0.00	0.00
Total Accounts Receivable	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Other Current Assets				
13000 Investments - Unrestricted	0.00	0.00	0.00	0.00
13100 General Fund	233,611.26	235,254.47	288,287.50	277,503.84
13105 Transfers-Unrestricted				-27,839.61
Total 13000 Investments - Unrestricted	\$ 233,611.26	\$ 235,254.47	\$ 288,287.50	\$ 249,664.23
13109 Investments - Restricted				
13110 Endowment Fund	611,463.17	648,203.56	644,466.87	598,582.20
13200 Lewis Fund	186,841.41	202,316.33	198,826.10	194,874.37
13300 Clark Fund	93,783.78	104,910.47	105,947.60	103,722.11
13400 CAEF	60,054.88	69,346.00	75,679.31	74,589.63
13500 Dodson Fund - Prln	29,170.29	31,765.13	32,733.27	33,030.49
13520 Dodson Fund - Res	7,020.52	10,059.21	10,856.17	9,346.06
13900 Tranfers - Restricted				27,839.61
Total 13109 Investments - Restricted	\$ 988,334.05	\$ 1,066,600.70	\$ 1,068,509.32	\$ 1,041,984.47
14000 Treasury Notes				
14000 Treasury Notes	5,990.48	5,990.48	5,990.48	5,990.48
16000 Employee Loan				
16000 Employee Loan	0.00	25.00	0.00	0.00
16200 Prepaid Expenses				
16200 Prepaid Expenses	0.00	103.00	0.00	0.00
16800 Employee Cash Advance				
16800 Employee Cash Advance	0.00	0.00	0.00	0.00
Undeposited Funds				
Undeposited Funds	0.00	0.00	0.00	0.00
Total Other Current Assets	\$ 1,227,935.79	\$ 1,307,973.65	\$ 1,362,787.30	\$ 1,297,639.18
Total Current Assets	\$ 1,257,453.41	\$ 1,380,036.80	\$ 1,420,311.21	\$ 1,320,394.70

First Unitarian Church
Balance Sheet

FY 12/13, 13/14/ 14/15, 15/16

	FY2012/2013	FY2013/2014	FY2014/2015	FY2015/2016
ASSETS				
Current Assets				
Bank Accounts				
10000 Cash-Busey Bank	29,467.62	72,013.15	52,936.91	20,034.52
10010 PayPal	0.00	0.00	4,537.00	2,721.00
10200 Petty Cash	50.00	50.00	50.00	0.00
Total Bank Accounts	\$ 29,517.62	\$ 72,063.15	\$ 57,523.91	\$ 22,755.52
Accounts Receivable				
12000 Accounts Receivable	0.00	0.00	0.00	0.00
Total Accounts Receivable	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Other Current Assets				
13000 Investments - Unrestricted	0.00	0.00	0.00	0.00
13100 General Fund	233,611.26	235,254.47	288,287.50	277,503.84
13105 Transfers-Unrestricted				-27,839.61
Total 13000 Investments - Unrestricted	\$ 233,611.26	\$ 235,254.47	\$ 288,287.50	\$ 249,664.23
13109 Investments - Restricted				
13110 Endowment Fund	611,463.17	648,203.56	644,466.87	598,582.20
13200 Lewis Fund	186,841.41	202,316.33	198,826.10	194,874.37
13300 Clark Fund	93,783.78	104,910.47	105,947.60	103,722.11
13400 CAEF	60,054.88	69,346.00	75,679.31	74,589.63
13500 Dodson Fund - Prln	29,170.29	31,765.13	32,733.27	33,030.49
13520 Dodson Fund - Res	7,020.52	10,059.21	10,856.17	9,348.06
13900 Transfers - Restricted				27,839.61
Total 13109 Investments - Restricted	\$ 988,334.05	\$ 1,066,600.70	\$ 1,068,509.32	\$ 1,041,984.47
14000 Treasury Notes				
14000 Treasury Notes	5,990.48	5,990.48	5,990.48	5,990.48
16000 Employee Loan				
16000 Employee Loan	0.00	25.00	0.00	0.00
16200 Prepaid Expenses				
16200 Prepaid Expenses	0.00	103.00	0.00	0.00
16800 Employee Cash Advance				
16800 Employee Cash Advance	0.00	0.00	0.00	0.00
Undeposited Funds				
Undeposited Funds	0.00	0.00	0.00	0.00
Total Other Current Assets	\$ 1,227,935.79	\$ 1,307,973.65	\$ 1,362,787.30	\$ 1,297,639.18
Total Current Assets	\$ 1,257,453.41	\$ 1,380,036.80	\$ 1,420,311.21	\$ 1,320,394.70

21000 Other Liabilities				
21010 Due to outside				
charities	0.00	0.00	735.81	200.00
21090 Miscellaneous				
liabilities	2,003.87	4,785.65	995.00	0.00
21092 A/C Repair Payable	0.00	0.00	0.00	0.00
Total 21000 Other Liabilities	\$ 2,003.87	\$ 4,785.65	\$ 1,730.81	\$ 200.00
Direct Deposit Payable	0.00	0.00	0.00	0.00
Payroll Clearing	0.00	0.00	0.00	0.00
Payroll Tax Payable	0.00	0.00	0.00	0.00
	<hr/>			
Total Other Current Liabilities	\$ 5,633.83	\$ 9,777.46	\$ 4,668.17	\$ 8,137.24
Total Current Liabilities	\$ 5,633.83	\$ 9,777.46	\$ 4,668.17	\$ 8,137.24
Long-Term Liabilities				
23000 Reserves				
23100 Holt	0.00	0.00	0.00	0.00
23200 Sabbatical	26,330.00	38,263.00	44,230.00	44,230.00
23300 Capital Maintenance	16,003.19	16,903.19	17,603.19	8,103.19
23310 Windows			9,371.00	40.00
23400 Partner Church	6,235.37	27,861.00	4,673.36	4,953.36
23500 Prepaid Pledges	60,429.60	3,087.63	6,834.80	4,500.00
23575 Prepaid Contributions	0.00	45,115.27	0.00	480.00
23600 Intern Fund	5,000.00	0.00	1,150.00	2,550.00
23630 Membership Coordinator				
Fund			60,000.00	48,666.64
25011 Memorial Fund	4,127.62	1,050.00	6,643.12	8,843.12
25012 Special Gifts	0.00	4,637.62	0.00	10,241.80
25020 Social Responsibility	1,005.10	1,366.96	5,043.95	5,058.95
27000 Other Custodial				
Accounts				
27005 Auction Items		1,130.00	220.00	220.00
27010 Office Equipment				
Reserve	0.00	0.00	0.00	0.00
27020 Bookstore	2,975.84	100.00	386.25	624.25
27024 Boston Trip Reserve	6,372.99	2,899.18	4,815.36	5,199.98
27030 Piano Reserve	8,819.00	8,819.00	8,819.00	8,819.00
27040 Landscape Reserve	6,016.20	2,016.20	16.20	16.20
27050 Renovation Reserve	0.00	0.00	0.00	0.00
27060 RE Reserve	1,466.15	2,598.93	7,333.08	8,084.37
27065 Sandwich Making	2,057.62	4,581.35	3,165.71	1,682.66
27067 Trinity Hot Lunch				111.00
27070 Women's Alliance Op				
Shop	2,275.53	2,929.88	1,562.08	714.80

27080 Caring Ministry				
Reserve	4,469.83	8,707.33	15,093.19	15,835.19
27090 Keyboard Reserve	456.37	456.37	456.37	456.37
27100 Healthy Congregation				
Reserve	2,526.48	2,526.48	2,526.48	2,526.48
27110 PR/Marketing		512.77	973.77	1,218.29
27120 Library	115.00	115.00	100.00	100.00
27130 Men's Wellness				
Ministry				434.00
Total 27000 Other Custodial				
Accounts	\$ 37,551.01	\$37,392.49	\$45,467.49	\$ 46,042.59
Total 23000 Reserves	\$ 156,681.89	\$175,677.16	\$201,016.91	\$ 181,709.65
Total Long-Term Liabilities	\$ 156,681.89	\$175,677.16	\$ 201,016.91	\$ 181,709.65
Total Liabilities	\$ 162,315.72	\$ 185,454.62	\$ 205,685.08	\$ 189,846.89
Equity				
30000 Opening Bal Equity				
33000 Building Fund				
33100 Building	956,091.09	956,091.09	956,091.09	956,091.09
33500 Building Improvements	2,376,965.91	2,376,965.91	2,376,965.91	2,376,965.91
Total 33000 Building Fund	\$ 3,333,057.00	\$3,333,057.00	\$333,057.00	\$ 3,333,057.00
35000 Fund Balances--Restricted				
35110 Endowment Fund	611,463.17	648,203.56	644,466.87	598,582.20
35200 Lewis Fund	188,841.41	202,316.33	198,826.10	194,874.37
35300 Clark Fund	93,783.78	104,910.47	105,947.60	103,722.11
35400 Community Action				
Endowment Fund	66,045.36	75,336.48	81,669.79	80,580.11
35500 Dodson Fund - Prin	29,170.29	31,785.13	32,733.27	33,030.49
35520 Dodson Fund - Res	7,020.52	10,059.21	10,856.17	9,346.08
Total 35000 Fund Balances--Restricted	\$ 994,324.53	1,072,591.18	\$1,074,499.80	\$ 1,020,135.34
39000 General Fund--Unrestricted	128,085.35	128,910.29	128,084.11	95,771.61
Net Income	-27,272.19	-6,919.29	12,062.22	14,640.86
Total Equity	\$ 4,428,194.69	\$ 4,527,639.18	4,547,683.13	\$ 4,463,604.81
TOTAL LIABILITIES AND EQUITY	\$ 4,590,510.41	\$4,713,093.80	\$4,753,368.12	\$ 4,653,451.70

First Unitarian Church
Statement of Activity

FY2012 - 2016

	FY2012/2013	FY2013/2014	FY2014/2015	FY2015/2016
Support & Revenue				
40000 Operating Pledges	427,894.10	465,750.21	461,301.34	395,319.61
40200 Contributions & Collections	29,871.53	29,449.65	44,353.34	29,903.83
40300 Women's Alliance	1,000.00	1,000.00	1,945.00	2,048.70
40400 Building Use Income	15,821.00	13,021.68	16,467.55	14,679.00
40500 Investment Income-Endowment	52,500.00	53,709.00	30,500.00	31,100.00
40520 Investment Income - General			4,792.03	4,573.22
40700 Miscellaneous Income	25.00	2,003.87		1,665.03
40750 Unrestricted Gifts		5,000.00		895.00
40800 Fundraisers	21,107.05	2,226.79	2,401.18	6,908.63
40910 Interest Income	40.78	30.57	34.75	32.71
40950 Landscape Reserve	3,999.96	4,000.00	2,000.00	
41000 Transfer from Lewis Fund		12,740.00	12,000.00	9,368.40
41050 Transfer from Intern Fund Reserve		5,000.00		
41500 Transfer from General Fund				24,200.00
41550 Transfer from Membership Coordinator Fund				13,111.36
41700 Transfer from Care and Concern				300.00
41710 Transfer from Bookstore		3,336.87		
Total Support & Revenue	\$552,059.42	\$597,268.64	\$575,795.19	\$534,327.49
Gross Support & Revenue	\$552,059.42	\$597,268.64	\$575,795.19	\$534,327.49

Expenses				
50000 Staffing	342,119.98	349,198.06	363,371.10	352,605.30
51000 Administrative	18,619.58	19,261.12	22,924.58	15,284.88
52000 Building	136,968.51	135,293.35	103,286.89	94,226.69
53000 Worship	7,924.62	6,311.28	8,362.96	5,700.76
53500 Education	13,947.00	15,438.21	11,255.35	7,157.00
54000 Membership	8,178.59	4,846.77	5,491.71	23.12
55000 Social Action & Outreach	23,743.44	26,501.54	18,205.87	18,883.21
56000 Denominational Support	27,829.99	47,337.00	30,834.51	25,805.67
Total Expenses	\$ 579,331.61	\$604,187.93	\$563,732.97	\$519,686.63
Net	-\$ 27,272.19	-\$6,919.29	\$ 12,062.22	\$14,640.86

LIFE SPAN FAITH DEVELOPMENT REPORT

SUBMITTED BY LYNN YARRINGTON HUNT,
CREDENTIALLED RELIGIOUS EDUCATOR

Children's and Youth Religious Education classes were offered at 10:00am (average attendance was 41 compared to 54 last year). Enrollment was 88 (compared to 90 last year).

Worship

A **Message for All Ages** is generally offered at the beginning of each church service. In addition, this year, Intergenerational Services with **Rev. James** were offered mainly around holidays and days of commemoration.

The children continue to meet for **Family Chapel** once a month (usually on the first Sunday). Some of the Chapel themes this year were: Annual Harvest Feast with a Buckingham the Teddy Bear story, Listening to Our Inner Voice with a story about Theodore Parker, and an examination of Racism using the book *Let's Talk About Race* by Julius Lester. Our RE Gardens continue to be a central focus of many of our Chapels. These services offer a chance for parents and children to explore a worship theme in a relaxed multi-generational setting.

The Christmas Pageant continues to be a cherished tradition in the RE program and in the life of the church. Many thanks to **Sue Herzberg** for directing this year's pageant and to **Jerry McAdams** for overseeing the scenery.

Education

The Religious Education classes are organized to cover three basic themes in a year: Unitarian Universalist Values and Identity, World Religions and Jewish and Christian Heritages. The classes for the year were:

10:00 am

Pre-School – *Windows on the World* with **Karen Siegrist, Lynda Mueller-**

Drendel, Sue Fazio, Sue Herzberg, and Anna Goss

Kindergarten and First Grade – *Around the Church, Around the Year* with **Claire Weichselbaum and Michelle Green.**

Second and Third Grade – *Free to Believe* with **Joel Minor, Shannon O'Boyle, Todd O'Boyle, and Jason McLure.**

Fourth and Fifth Grade – *History of Religious Thought* with **Kathy Wilke, Dan Wilke, Grace Munie and Andrea Berin**

Sixth Grade – *Building Bridges (world religions)* with **Nick Annin, Joel Minor and Jan Herzog.**

Seventh and Eighth Grade – *Heeding the Call: Qualities of a Justice Maker* with **Noah Durham and Jess Green** and *Our Whole Lives Sexuality Curriculum* with **Amanda Kracen and Steve Wilke**

In addition to our standard classroom offerings, a trial Workshop Rotation plan was offered to the elementary grades in April. This was done as an experiment in trying different models of RE and exploring the idea of doing RE on a monthly theme. The Religious Education committee will evaluate this approach in coming months and make a decision on whether or not to adopt it in the coming year.

The **Youth Group** had a very full year. They served a hot lunch at Trinity Episcopal (part of the Holy Ground Collaborative project to help meet the nutritional needs of hungry people in our neighborhood) and planned and presented a Youth Sunday Service called "One Step Short of Completion." They explored what it is like to be old enough to care and still too

young to vote. In the service, they performed *Yertle the Turtle* by Dr. Seuss. They also attended the Spring Youth Conference that was held at the Peoria, IL congregation.

Graduating Youth Group seniors were: **Elia Barker, Michelle Gross and Leah Haynes. Sara Park and Victoria Bonvento** continued as the dedicated and talented advisers.

Summer Religious Education was held in June, July and August. The Pre-School class was led by **Rhonda Buergler** (paid position) using the "Celebrating Me and My World" curriculum." The multi-age class focused on wisdom tales from around the world and environmentalism with **Lynn Hunt**.

Adult Education: Due in part to ministerial transitions and Religious Educator sabbatical there were not as many Adult Education offerings this year. **Great Books** had a hiatus and will re-evaluate continuation in the future. The **Pragmatic Buddhist** group, which meets in the church, held monthly book discussions to which our members were invited. This group also held a Sunday morning session on 'Introduction to Mindfulness' for congregation members.

The small **Sufi** music group named **Ahl-e Qulub**, meaning "People of the Heart," performed and offered meditation techniques for our church.

The **Toward Justice Anti-Racism Group** sponsored a series of forums (a speaker on juvenile justice reforms, Mae Quinn, and a presentation by The Arch City Defenders) as well as book discussions on *Between the World and Me*, *White Rage* and *The Third Reconstruction* and a discussion the film *13th*.

Groups of the church are encouraged to participate in the Adult RE program by proposing topics for which they would like to sponsor events. I am looking forward to a full Adult

education program in the next church season.

Community, Special Programs and Social Justice

Special activities for children and families included: beginning of the year Family Potluck Brunch, Chili Cook-Off and puppet show, Cornbread Baking Potluck, Nifty Gifty, Easter Egg Hunt, UnFish Fry. In addition, the Boston Trip Group parents sponsored a Trivia night.

Social Justice projects included our annual Trick-or-Treat for UNICEF, Project ARK Toy Collection, sandwich making, canned goods collection and classroom recycling. In addition, the Kindergarten and First grade class practiced public witnessing and protesting by staging a mock protest march during a Sunday morning service.

Initiatives

The Religious Education Committee re-formed this year with active participation from:

Heidi Meister, Sharon Deem, Joel Minor, Sue Herzberg, Grace Munie, Amanda Kracen, Jason McLure, Shannon O'Boyle and Tamara Durham.

The Play Area Task force had additional conversations and has tentative agreement on desires for the play space and will continue with this project in the coming year.

Professional Activities

I took a three month sabbatical which is offered every seven years to the Religious Educator position. During the sabbatical I devoted study time to Anti-Bias education and RE models and re-wrote and created supplemental materials for the History of Religious Thought curriculum that we use. I am deeply indebted to this congregation for recognizing the importance of sabbaticals for the professional staff.

In addition, I served as an RE consultant to the Carbondale UU Congregation which consisted of conversations with their new RE

coordinator and Minister and offering a series of workshops.

Closing

Tremendous thanks are due to **Andrea Berin** who served as the part-time sabbatical sub (paid position). Her enthusiasm and dedication served the program well in my absence.

The Religious Education support staff, **Augustine Underwood and Rhonda Buerger** continue to be wonderful colleagues who are always flexible and good natured! They offer invaluable support to the program on a weekly basis.

Ministerial support for a Faith Development program is invaluable and I thank **Rev. Gary James** for his interest, support and participation in RE.

I truly appreciate all the behind the scenes support the program receives from the administrator **Yvette Clemons**. She always sees the best in every situation and is a joy to work with. It has also been a pleasure working with and getting to know better Membership Coordinator, **Dan Livengood**. I offer him best wishes in all future endeavors.

Looking forward to a new year supporting our Living Faith Tradition --

—Respectfully Submitted,
Lynn Yarrington Hunt

Long Range Planning Committee

An Update. This past fall the Policy Board/ Church Council identified several Long Range Planning goals to be addressed during this fiscal year. One of these goals related to our financial wellbeing was to conduct a capital campaign/major fundraiser every three years. This was recently accomplished with overwhelming success thanks to all who participated in making the fall auction happen and to those who generously helped raise over

\$17,000.

While our goal of seeking a settled minister, and addressing the results of the Interim Minister Transition Team results remains our highest priority, we have continued to work on the following specific goals this year:

FY 17 Goals/Assigned Leader

Investigate the feasibility of implementing a “THEME BASED MINISTRY” program that would integrate sermons, RE, music, covenant groups, etc. around a specific topic/theme for a designated period, i.e., monthly, quarterly.

Rev. Gary James/RE, Lynn Hunt.

STATUS: Work in Process. Testing in RE area.

Complete a Major Fundraiser/

Capital Campaign every 3 years. *Steve Smid-owicz / Emily Jaycox (this year)*

STATUS: Completed: \$17,000 raised.

Develop a coherent vision and leadership for our Social Responsibility Program to communicate how all our Social Responsibility efforts impact the community in accordance with our mission. *Charles Kindleberger, Social Responsibility Cluster Chair /Rev. Gary James*

STATUS: Work in Process

Define a theme for social activism with the aim of being a leader in the community with our efforts in this area. (Tie in with Theme Based Ministry). *Charles Kindleberger, Social responsibility cluster chair/Rev. Gary James.*

STATUS: Work in Process – Identified 3 top Themes for final selection

Complete job descriptions, mission/vision statements, and goals for all major Policy Board / Church Council / Key committee leadership positions in the church. Policy Board Pres. *Tiffany Sewell, Church Council Chair. Carole Watson.*

STATUS: Work in Process- several Board and Council job descriptions were completed.

Develop and implement a plan to expand our Sunday service outside the traditional walls of the

church. *Rev. Gary James, Worship Committee.*

STATUS: Not started

Plan for the long-term upkeep and improvement of our facility and grounds by funding and maintaining a Property Maintenance Reserve Schedule. *Clint Cruse, Facilities Cluster, Policy Board -Budget.*

STATUS: Funded Reserve Fund by \$14,000 this year.

Introduce new multigenerational activities and programs over the next 3 years. *Rev. Gary James, Lynn Hunt.*

Status: Work in Progress

Engage 75% of members in at least one ministry/program beyond worship or RE activities each year. *Membership Coordinator, Dan Livengood'.*

Status: Not started

Recognize and celebrate new members, friends, visitors. *Membership Coordinator, Dan Livengood.*

Status: WIP. Implemented greeter assistance program, New Member luncheons, Newsletter, New Member introductions.

-Larry Dusenbery,
Long Range Planning Committee
Tony Fathman, Alicia Claire Lloyd, Susan Lammert, Dan Livengood, Karen Siegrist,
Stan Veyhl

—submitted by *Larry Dusenbery*

MUSIC DIRECTOR'S REPORT

SUBMITTED BY JOEL KNAPP

What can I say about the amazing choir I am blessed to join every Wednesday? I love them to pieces. When we work, we work very hard. When we play, we put gusto into that as well. We've got some new members that are really contributing to the sound. This includes, but is not limited to Lillian Thompson, Alto; Ashley Gray, Tenor; and Luke Steffen, Bass. I'm going to quote myself (from last year's Annual Report) because I think it is important to keep in mind:

The steady core singers of the choir are excellent. I don't know of any other church group that meets six times a month. They sacrifice their time in order to share the gift of music to everyone. It is a labor of love, but don't minimize the "labor" part. They deserve your thanks. We continue to look for singers who share a love of music and are willing to commit the considerable time it takes.

We were able to share two major works this fiscal year. Without realizing it, we had a British theme for both works. More specifically, it was a Benjamin Britten season. In December we performed *A Ceremony of Carols* for harp and choir. The choir sang well, and we had some very nice solos. In May we presented *Rejoice in the Lamb* for organ and choir. This piece presented some challenges early on, but the choir was tenacious and sang it like it was easy. More lovely soloists from within our ranks, and Tyler Green came back to sing bass for us. (Tyler almost lost his life seven months ago when he fell 30 feet from a balcony. This was his first solo since then and we were happy give him this opportunity. Earl Naylor was outstanding on the organ, which had its own special challenges. Gary James also introduced the work beautifully.

Jazz Sunday was special as usual. Rick Haydon came back and brought a clarinetist with him. It was beautiful.

Every Sunday had some special music. I really love and appreciate when we get church members and friends to share their talents with us. Having said that, I regret that I couldn't provide more variety in the music and musicians due to the extreme budget cuts we were handed for this fiscal year. I think our worship services are greatly enhanced when we balance our own lovely volunteers with area professionals and talented students.

—Submitted by Joel Knapp

CHURCH COMMITTEE AND ORGANIZATION REPORTS INDEX

Finance/Stewardship Cluster

Vacant

Finance Committee 34
Canvass Committee 34
Chalice Lighters 34
Fundraising 34
Insurance 34
Special Gifts and Bequests 34

Facilities Work Group-

Karen Siegrist

Arts & Aesthetics 35
Facilities Committee 35
Green Sanctuary 36
Landscaping Committee 36
Safety Task Force 36

Membership Cluster-

Brittany Hagedorn

Care and Concern Committee 36
St. Louis Unitarian Foundation 37
Knitting Ministry 37
Covenant Groups 38
Men's Wellness 38
ERDE 38
Feasts & Festivals Committee 39
Hospitality Committee 39
Membership Committee 39
PR/Marketing Committee 39
Young Adults Group 39
Women's Alliance 39

Programming Cluster-

Rev. Gary James

Archives 39
Clark Lecture Committee 39
Denominational Affairs 39
Flower Coordinator 39
John Learned Book Shop 39
John Learned Library 40
Lewis Ministerial Intern 40
Lifespan Faith Development 40
Music 40
Personnel 40
Ushers 40
Worship 40

Outreach and Social

Action- Charlie Kindleberger

Community Action Endowment
Fund 41
Holy Ground Collaborative 41
Partner Church Committee 41
Social Responsibility Committee 42
Sandwich Making Committee 42
UUSC 43
Fair Trade Coffee 43
Welcoming Congregation 43
Toward Justice 43

Finance/Stewardship Cluster

Canvass Committee

No Report Submitted

Chalice Lighters

No report submitted

Fundraising

No report submitted

Insurance Committee

No report submitted

Special Gifts and Bequests

Throughout the year the church receives contributions in memory of deceased members and friends, or in honor of significant events. Unless otherwise noted, these funds are accumulated in the Special Gifts & Bequests Fund.

From time to time, by authorization from the Board of Trustees, 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 in memory of:

Shirley Bassett

Connie Goss

Mimi Hubert

Keller

Charles Manley

Carolyn Nolan

Donald Stahl

Lorraine Wallace

Submitted by Yvette Clemons

Facilities Work Group

Arts and Aesthetics

The Members & Friends Art Gallery in Fellowship Hall provides a space for congregants to display their own or others' artwork, photography, poetry, and other media deemed to be thought-provoking, uplifting, and/or inspirational.

Curator Dan Franklin expects to mount the following exhibits before the end of 2017:

:: Soul of the World: oil paintings of Jamie Ryan (courtesy of David Whiteman), April 23-May 21

:: Photographs of Africa by Clint Cruse's sister, June 4-July 2

:: A history of the present stone church (constructed in 1917), September 10-October 8

Between and after:

:: Photographs by Bill Drendel

:: The Art of Nature (mixed media by members, with a focus on ecology)

:: Graphic wisdom (philosophical posters by Dan Franklin)

Submitted by Clint Cruse

Facilities Committee

Overview:

The Facilities Committee & Cluster oversees maintenance, repair, modification and upgrades to the building and grounds owned by the First Unitarian Church of St. Louis at 5007 Waterman Blvd. Facilities, Landscaping, Green Sanctuary and Esthetics are fall under the facilities cluster and meet together a "Facilities". All focus specifically on maintenance, beautification and the "greening" of the church and church grounds.

Current Members: Clint Cruse (Facilities Chair & Cluster Captain), Lisa Cary (Landscaping Chair), Stanley Veyhl, Vicki Carlson, Karen Siegrist, Linda Fiehl (Esthetics Chair), Green Sanctuary is represented by Lisa Ross, Yvette Clemons (staff liaison). Dan Franklin

(Emeritus member, curates the members Art Gallery). Welcome to John Cuntz who is exploring joining the committee. Thanks to the many volunteers who have helped out with various work projects over the year. All committees continuously seek new members.

We deeply miss our dear friend and longtime committee member Connie Goss; how lovely the grounds and spring flowers look, celebrating her loving commitment to our church and grounds.

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

- We continue to work closely with the Long Range Planning Committee to identify and plan for future significant building and grounds needs.
- We continue to work closely in support of church administrator Yvette Clemons' heroic efforts to keep everything in the building working properly and/or quickly repaired.
- We continue to work in support of the Playground Committee.
- Completed installation of the new PA system. Provided operating instructions.
- Arranged work day to clean and address small projects inside the church.
- Assisted church administrator with various repairs (grease traps, boiler, HVAC, alarm system, restroom repairs and upgrades).
- Supported Elia Barker's Eagle Scout project to install benches, paving stones and service the vegetable garden paths.
- Approved repairs to sprinkler system.

Ongoing/Pending projects:

- Continued updated of the Long Term Maintenance Planning Document
- Support of Playground design and installation.
- Repainting of East side fencing.
- Implement more formal training for things like boiler and sound systems.
- Touch-Up Hope Chapel Overhang.
- Repair concrete in front of main entrance.
- Repainting of overhangs and iron piping, more railings and fencing.
- Various interior painting and plaster touchup.
- Complete update of alarm system
- Assist in finding best wifi solution.

Facilities projects under consideration and/or anticipated next1-5 yrs:

- Repaving/replacement of parking lot.(~\$6k-\$40k).
 - Replacement of additional HVAC systems (~\$3k+ each).
 - Replacement of appliances (stove ~\$5k).
 - Acoustic treatments for Fellowship Hall (\$500-\$5K).
 - Conduct exhaustive structural building inspection.
 - Sound system installation in Clark Room
- Purchased new wireless doorbells.

Ongoing/Pending projects:

- Continued updated of the Long Term Maintenance Planning Document
 - Support of Playground design and installation.
 - Repainting of East side fencing.
- Implement more formal training for things like boiler and sound systems.

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- Replacement of appliances (stove ~\$5k).
- Acoustic treatments for Fellowship Hall (\$500-\$5K).
- Touch-Up Hope Chapel Overhang.
- Repair concrete in front of main entrance.
- Repainting of exterior windows sills, overhangs and iron piping.
- Various interior painting and plaster touchup.
- Conduct exhaustive structural building inspection.
- Sound system installation in Clark Room

—Respectfully submitted by Clint Cruse

Green Sanctuary

No Report Submitted

Landscaping Committee

It was a tough year for the Landscaping Committee. We lost our beloved leader, Connie Goss, in December – and the gray winter months reflected our grief. Two church members generously gave gifts in Connie’s memory, which lifted our spirits and is helping us enhance the gardens this year.

This winter, Elia Barker (son of members Larry Barker and Teresa Jay) generously chose to make improvements to the church landscaping as his Boy Scout Eagle project. He and his troop installed paving stones in the front bed on Waterman, refurbished and placed 2 benches behind the church sign near the front door, and put mulch around the raised vegetable beds on the Kingshighway side. The stones were purchased with one of Connie’s memorial gifts.

Our committee welcomed the warmer weather with our first monthly gardening day in April, and several church members helped give the gardens a much-needed spring clean-up! These gardening days will continue each month through October – watch for specific dates in upcoming church newsletters and bulletins.

The majority of our budget goes to lawn care, occasional pickups of wood waste, and maintaining the irrigation system. We hope to add a twice-yearly professional leaf cleanup. We are also grateful for the generous donor who helps pay for yearly tree trimming, which is important for the look and safety of our landscape.

The Landscaping Committee is small but mighty: Karen Siegrist, Lisa Ross, and Lisa Cary. We welcome new members, and would like to thank our volunteer gardeners and donors. We look forward to continued help and fellowship in the gardens during the coming year – come join us!

Submitted by Lisa Ross

Safety Task Force

This group was not active this year, but needs to reorganize in order to fully implement the Safety Plan that was adopted.

Submitted by Lynn Yarrington Hunt

Membership Cluster

St. Louis Unitarian Foundation

No Report Submitted

Care and Concerns Committee

Roughly 60 Care and Concern Volunteers work in collaboration with the minister to provide and strengthen the emotional and spiritual connection among members of the First Unitarian Church community who are in need due to life-changing challenges.

Our mission is to provide help to those of our congregation who are elderly, disabled, ill, or experiencing a life crisis and need hand-on support from fellow members. We view this mission as part of the church's covenant to be a caring community and to lend support to one another.

The Care and Concerns Committee continue offer visits, cards, meals, calls, transportation, shopping, care giver respite and emotional support in time of hardship. Volunteers assisted with referrals to community resources and eleven (11) memorial services and receptions this year.

The Young Adult Group baked breads for volunteers to take to homebound members of the congregation over the winter holidays. Volunteers delivered flowering plants in the Spring to folks who have not been able to attend or who have been bereaved.

Many thanks to the cadre of Care and Concern Volunteers and especially to Claire Birge, Co-Chair.

Submitted by Sue Ashwell, chair

Knitting Ministry

The first Unitarian Knitting Ministry continues to be an active church program. We meet on a

monthly basis on the second Sunday of the month at 11:30. There are typically 8-10 church members present. Our group is always open to newcomers, curiosity seekers, and even non-knitters. Our meeting times are listed in the church calendar and we also advertise informally by sharing information about the group to newcomers at coffee hour. We continue to focus on creating items of comfort such as afghans and shawls that are shared with church members undergoing difficulties. We typically share about 1-2 items a month. For example, we provided afghans to both of Connie Goss's children at Connie's memorial service. We were active in the church auction and created 2 "new baby" blankets that included handmade items as well as other infant basics. Members also offered knitting classes through the church auction. We are also currently involved in a community project and have agreed to make 10 shawls for the Mercy Hospice program for parents who have lost a child. The Knitting Ministry does not utilize any church funding and items are created from yarn that has been purchased or donated by Knitting Ministry members. Most importantly, for those of us that attend the Knitting Ministry meeting regularly it continues to be a wonderful opportunity for fellowship, fun and learning.

Claire Birge, President, Board of Trustees

Covenant Groups

In Covenant Groups, 6 – 10 people come together in a circle of trust which facilitates a closer knowing of one another. People share thoughts and feelings about their personal lives and grow spiritually as they explore meaning, values and beliefs. Some groups have a particular theme or demographic and others are general.

Covenant Group facilitators this year included: **Peggy Feinberg, Jeremy & Emily Colton, Dan Franklin & Terry Yokota, Susan Knoll, Victoria Bonvento, Susan Kelly & Stan Veyhl, Susan Novak Tibbet, Meghan Garvey and Alicia Claire Lloyd.**

We are confident in more fun and fellowship, and more groups and membership in the coming year.

Submitted by Lynn Hunt

Men's Wellness Group

No report submitted

ERDE

ERDE (pronounced air'-deh) stands for Earth Reverence Dedicants Extraordinaire. Our committed, fun loving and dynamic group continued to provide earth based celebrations for the spring and fall equinoxes, summer and winter solstices, as well as 2 cross-quarter holidays – Beltane in the spring and Samhain in the fall. All are family friendly and participatory.

Some examples of this year's rituals include:

For fall equinox our theme was "Giving Thanks/Paying it Forward – Celebrating the linkage of Community." We processed from church to the tree on the back CRC grounds and had a lovely outdoor service.

We continued ERDE's annual "Honoring Our Ancestors" tradition in late October/early November, celebrating Samhain/Day of the Dead. Our theme this year was Letting Go for Winter. This holiday is one of my favorite annual traditions, as we share memories and artifacts of ancestors important to us, and light a candle in their honor.

Our winter solstice theme was "Using and Embracing the Darkness." We had a candlelit service, with music, drumming, and a veiling meditation. We also learned the ancient meanings behind many symbols of the season, such as holly, mistletoe and the Yule log.

In March 2017 we had an exciting and spiritually renewing field trip to La Vista Ecological Center in Godfrey, IL, a ministry of the Missionary Oblates of Mary Immaculate. Their mission is to "foster an ecological consciousness of the integrity of creation." We joined them at their absolutely beautiful retreat on the bluffs of the Mississippi to celebrate the Spring Equinox. It was truly enlightening to find communion with a group whose religious creed may be different from ours, but whose spiritual center we shared.

As always, it has been a true joy working with our group. Toward the end of the year we made a significant change in ERDE's format. Instead of meeting only to plan rituals, we decided to have regular monthly meetings. Some of the meetings will be for planning, but others will be an opportunity to learn and share more deeply about Earth-based spiritual practices. It will also give potential new members an easier way to join us and explore our community. We look forward to the coming year!

Submitted by Lisa Ross

Feasts and Festivals

No report submitted

Hospitality Committee

No Report Submitted

Membership Committee

See Minister's Report

PR/Marketing Committee

No report submitted

Young Adults group

No report submitted

Women's Alliance

Officers:

- President, Pamela Gempel
- Vice President, Deborah Richie
- Recording/Corresponding Secretary,
Susan Knoll
- Treasurer, Judi Crouch

Committee Chairs:

- Finance, Carolyn Nolan, Lori Calcaterra
- Program, Jean Morrel-Franklin
- Scholarship, vacant (no scholarship awarded)
- Churchmanship, Dori Miller

The Alliance held business meetings September through May (with the exception of December), and had two programs each of these months, with lunch preceding. Many of the programs were presented by members of the Alliance or members of the church. Three summer luncheons and events were held.

A scholarship was not awarded this for this academic year. Intentions are to resume awarding scholarships in coming years.

Donations were made to the Board of Religious Organizations, Gateway Homeless Shelter, Energy Care, Food Outreach, Habitat

for Humanity, Nurses for Newborns-St. Louis, Project COPE, and Southside Early Learning Center. Gifts were also made to the church (unrestricted), church staff, the intern fund, Community Action Endowment Fund, and for sanctuary flowers.

Submitted by Pamela Gempel

Programming Cluster

Archives Committee

No report submitted

Clark Lecture Committee

No report submitted

Denominational Affairs

Committee

No report submitted

Flower Coordinator

Flower arrangements for Sunday services were provided through the generosity of members and friends of the Church. The flowers contribute to the ambience of worship while giving donors the opportunity to commemorate special people and occasions in their lives. During the winter holidays, poinsettias purchased by members and friends helped decorate the sanctuary. Finally, special thanks go to Cathy Rauch for creating the beautiful Thanksgiving cornucopia this year.

Submitted by Dottie Kinscherf

John Learned Bookshop

No report submitted

John Learned Library

Our mission: The John Learned Library seeks to support the spiritual quest, religious education, and other church-related activities of members and friends of First Unitarian Church by providing materials on Unitarian Universalism specifically, religious matters generally, and appropriate related areas.

Between May 1, 2015 and April 30, 2017, the Library Committee purchased 15 books and accepted 8 books into the collection as gifts. We keep a list of books to add to the collection whenever additional funds become available. The collection now contains more than 1500 items, including audio and video materials. There are 343 people in our patron database. Fully 83% of the materials circulated were in the areas of religion and philosophy. The overwhelming number of those books were specifically related to Unitarian Universalism and, secondarily, comparative religion.

The collection is available for browsing online at www.firstuustlouis.org/learning/john-learned-library. You can search for books by title, author, publisher, subject area, and key words. You can also direct an inquiry to the library committee through the online interface. Special displays this year have included Unitarian Universalism; Leadership Resources; displays related to Adult RE offerings (Buddhism & Meditation and Race & Diversity); Sermon Resources to showcase books referenced in Sunday morning sermons; Partner Church; and Parenting. Our New Books bookshelf is a very popular feature of the library.

Members of the Library Committee in 2016-2017: Sarah Dashner, Carol Iglauer, Dottie Kinscherf, Dori Miller, Woody Sullivan, Joel Minor, and Terry Yokota.

Submitted by Terry Yokota, Chairperson

Lewis Ministerial Internship

No report submitted

Lifespan Faith Development

see page 30

Music Committee

No report submitted

Personnel Committee

No report submitted

Ushers

The church office works makes sure time slots are filled and usher volunteers receive instruction. If you are interested in helping out with ushering, please contact the church office.

Submitted by Yvette Clemons

Worship Committee

See Minister's Report

Outreach and Social Action

Community Action Endowment Fund (CAEF)

The purpose of the Community Action Endowment Fund (CAEF), started with an initial gift from Renni Shuter in 1995, is to provide small grants to a variety of direct service and social action agencies and projects that serve our community.

Requests for proposals were sent in July 2016 to the mailing list of over 90 local organizations, and ten grant proposals were received in Sept. 2016 with a total request of \$5,808. These proposals were reviewed by the committee and six organizations received funding this cycle: Crisis Nursery, Girls Inc. of St. Louis, Places for People, Skinker DeBaliviere Community Council, and The Grace and Peace Winter Shelter. The finances for CAEF are managed as a restricted portion of the church's larger endowment fund. As such the committee is normally restricted in the same way that all other expenditures from the endowment fund are restricted. The total distributed this cycle was \$3,308.00. The largest grant awarded in 2016 was for \$750 and the average grant was just over \$550. The awards were announced and checks distributed in person to representatives from each organization during the Sunday Service on November 23rd.

The primary fund raising event for the CAEF is an annual dinner, which had been for the past two years the Sunday of the Martin Luther King, Jr. holiday weekend in January. An ice storm in January 2017 followed by the canvass and other events already on the calendar forced the postponement of the event until May 6, 2017. At the writing of this report we do not know what the final revenue from this event will be. At this event the committee announced its intention to re-name the fund to both more clearly mark the connection of the fund to the church and better reflect the actual work of the fund. The new name suggested is the First Church Community Fund. The name change will have to be registered through the finance committee and ratified by the Policy Board before it become official. The Shuter family has been contacted and has no objection to re-naming the fund in this way.

The mission of the First Church Community Fund Committee (formerly CAEF) remains true to Renni's intention of being a place where small social service organizations can come to get their first grants and build the track record needed to go after much larger grants or

expand their program offerings. The members of the committee for 2016-17 were: Margaret Weck (chair), Reena Chesla, Kay Dusenbery, Beth Herbster, Donald Jeffries, Chatlie Kindleberger, Rosemary Lawton, Anne Pride, Dale Shuter, Lynn Shuter, and Laura Zacher.

Submitted by Margaret Weck

Holy Ground Collaborative

No report submitted

Partner Church Committee

Current committee members are: Claire Birge, Stan Birge (Treasurer), Judith Crouch, Tom Crouch (Chair), Peggy Feinberg, Jeanne Morrel Franklin, Betsey Grimm-Howell, George Grimm-Howell, Gwenne Hickman, Alicia Lloyd, Kim Millstone (our newest member!), Mike Nolan, Julie Oyen-Keller, Kimberly Perry, Carole Watson, John Watson and Laura Zacher.

The past year has been a busy one for the Partner Church Committee. The year began with a life-changing pilgrimage to Budapest, Hungary, and important Unitarian historic sites in the Transylvanian region of Romania. The trip concluded with a visit to our partner church village of Csokfalva, where our travel group of ten got to know, face to face, our Unitarian friends across the world. Lasting friendships were formed and, consequently, more travel plans, to and from there, are in the process of being created.

In October, our committee hosted a conference of partner church representatives (mostly local, but with a couple from out of state), organized and led by the UUPCC (UU Partner Church Council) Executive Director, Roger Bertschausen and several of the Board Members of that group.

We held several successful, fund-raising events during the year, including our holiday bake sale in December, designated collections in the Fall and Winter, and our dinner program

in January. The latter was part of “Partner Church Week,” the fourth week of January, 2017. The week’s programming was intended to publicize, educate, and encourage greater involvement by the entire First Church community in our partner church program. Many positive comments were received by committee members regarding the meaningful and informative PC Sunday worship service at the start of the week (Rev. Roger Bertschausen preaching), and then the entertaining musical presentation and delightful slide presentation at the dinner the following Saturday.

Funds raised by the committee supported student scholarships for Csokfalva church youth to attend a Unitarian High School in a nearby town (4) and the Unitarian Seminary (1) in Kolozsvár. Another ongoing expense is our providing a supplement to our partner church pastor Lorant Tokes’ meager salary. We also supported a project to mitigate mold problems in the church parsonage, which was presenting a health problem to the Pastor’s family residing there. Our funds were used to purchase materials to better insulate the building. Csokfalva church members provided the labor to install the improvements.

In a final note about events occurring in this program year, we were recently informed by the Unitarian Universalist Partner Church Council (UUPCC) that Mike and Carolyn Nolan had been selected, jointly, to receive a “Stewards of Partnership Award” at the UUPCC Luncheon, to be held as part of the UUA Annual Meeting this June in New Orleans. This is a well-deserved recognition of their long-standing commitment and enthusiastic service to our local program and, further, to their effective development of strong ties between us and our Csokfalva partners, through the three trips they made to Transylvania. Unfortunately, it is being awarded posthumously to Carolyn, who served as committee chair and treasurer for many years.

Goals for the future include: 1) helping with long-term rehabilitation of the church tower, the condition of which is becoming a threat to the building’s structural integrity and the safety of those using it, 2) continuing our ongoing financial support of scholarships and ministerial salary supplement, and 3) providing financial assistance to increase travel from both First Church to Transylvania and Csokfalva to St. Louis.

Submitted by Tom Crouch

Social Responsibility Committee

No Report Submitted

Sandwich Making Committee

The Sandwich Making Committee produces over 1,200 lunches in an average year. Volunteers gather in the fellowship hall every second and fourth Sunday year-round to assemble and pack lunches into boxes for delivery. Each lunch consists of a ham and cheese sandwich on wheat bread, a packet of fruit snacks, a bag of chips, condiments, a napkin, and a bottle of water. When funds or donations are available, we also supply fresh fruit and seasonally appropriate accoutrements (typically gloves, hats, and scarves in cold weather).

Half of our packed lunches are delivered to Gateway 180 (<http://www.gateway180.org>), one of the few shelters serving women and children in the St. Louis area. These lunches are made available to the guests for lunch, and the remainder are made available to anyone knocking at the door. The other half for to the new Biddle Housing Opportunities Center (<https://www.stlouis-mo.gov/homeless-services/biddle-house.cfm>), which replaced The Bridge STL when it closed in June of 2016.

Other shelters have asked us for help at times including Assisi House and Karen House and we have filled their needs when able.

The committee members routinely talk about ways to improve what we offer and adapt to the increasingly challenging problem of homelessness in Saint Louis; we are ever-mindful of the importance of feeding those in need and deeply grateful to have this opportunity to positively affect people's lives.

Committee Members/Chairs:
George and Christine Sessen

UUSC

No report submitted

Fair Trade Coffee

The Fair Trade Coffee Project at First Church sold Fair Trade coffee, chocolate, cocoa, tea, olive oil, honey, and jams; 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. At First Church, sales of Fair Trade products totaled \$5563.00 in the past year (5/1/16 through 4/30/17), providing support to small farmers around the world.

*Submitted by Terry Yokota, Dan Franklin,
and Susan Mueller*

Welcome Committee

In the 2016-17 church year, the welcoming congregation committee continued to maintain and strengthen our welcoming environment for LGBTQ people in our community and congregation. Committee members included Meghan Garvey, Brittany Hagedorn, and Elizabeth Grimm Howell serving as chair.

Key activities included our annual Feel the Love Coffee House in February, an all-church event that celebrates human love in all forms. In June of each year, we are also instrumental in supporting First Church's presence in the St. Louis Pride parade and participation in a joint metro-UU Pride service prior to marching in the parade.

We also supported on-going activities to increase awareness of the full spectrum of gender identities, including an all-church workshop and setting of a future goal to establish all-gender restroom facilities at the church.

Finally, we have established a new monthly Queer Potluck event designed as an outreach program for the wider LGBTQ community

TOWARD JUSTICE

The Toward Justice group is committed to the cause of anti-racism. The Toward Justice Group was formed in the wake of the death of Michael Brown and the subsequent events in Ferguson and the St. Louis area. The group meets monthly to discuss and plan justice actions in which we can participate or initiate and reform issues for which we will advocate. The group also plans educational opportunities for the congregation and members of Toward Justice are committed to attending programs that are offered throughout the metropolitan area.

Our activities for the year included: various **education events:** (forums, book and film discussions) that are described in the Faith Development annual report; hosting a workshop with Black Lives of UU and concert with Rev. Sekou and the Holy Ghost; hosting a Metropolitan Congregations United town hall on the School to Prison Pipeline, and are making plans for a White Supremacy Teach-In in conjunction with other UU congregations.

Witnessing activities included: the procurement and hanging of a new Black Lives Matter banner, members attending the Moral Revolution Revival with Revs. Blackmon and Barber, attending a march after the deaths of Alton Sterling and Philando Castille, preparing and presenting with Rev. James a vesper service on Inauguration Day, and after service street-side witnessing in support of immigrants (documented and undocumented). Some of our **advocacy** efforts included: a letter to the St. Louis Police Officers Association about the racially charged statements of their spokesperson, Jeff Roorda, neighborhood canvassing and phone banking with MCU trying to defeat the voter ID amendment that was on the Missouri State ballot, lobbying in Jefferson City in conjunction with the ACLU regarding anti-bias police training and a letter to the Kirkwood School District regarding a ‘Black-Face’ incident with a student (this was in conjunction with WE CAN), sharing a statement from the UUA at a Equifax Inc. shareholders meeting in which the UUA is invested through the New York State Common Retirement Fund calling for transparency and accountability in corporate political giving, and co-signing on to a letter from Women’s Action Resource asking St. Louis mayoral candidates questions which included justice issues.

The group works in a collaborative manner with everyone contributing. Some specific efforts were led by: **Cathy Rauch** leading book discussions, **Meghan Garvey** led the film discussion, **Margaret Weck** worked on the letter to the mayoral candidates and **Lisa Ross** has become very active in the Metropolitan Congregations United Juvenile Justice reform committee.

We will continue to look for ways to best advocate for meaningful reforms in our community and state. It has been an honor to work with this dedicated group of people.

Submitted – Lynn Yarrington Hunt