



**ANNUAL REPORT 2018**  
FIRST UNITARIAN CHURCH OF ST. LOUIS

# FIRST UNITARIAN CHURCH OF ST. LOUIS

## 2016 ANNUAL REPORT

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## **2017-20168 ANNUAL MEETING AGENDA**

**SUNDAY, MAY 20, 2018 IN THE SANCTUARY  
FIRST UNITARIAN CHURCH OF ST. LOUIS, MO  
FIRST UNITARIAN CHURCH OF ST. LOUIS, A CORPORATION**

<b>Call to Order and Welcome</b>	<b>Kathy Wire, President</b>
<b>Opening Words</b>	<b>Rev. Gary James, Minister</b>
<b>Reading of Congregational Covenant</b>	<b>Kathy Wire</b>
<b>Minutes of the 2017 Annual Meeting</b>	<b>Erin Milligan, Secretary</b>
<b>Church President's Remarks and Report</b>	<b>Kathy Wire, President</b>
<b>Minister's Report</b>	<b>Rev. Gary James</b>
<b>Church Council Chair Report</b>	<b>Carole Watson</b>
<b>Transition Team Report</b>	<b>Margaret Weck, chair</b>
<b>To consider and vote upon a withdrawal of up to \$10,000 from the endowment for support of the ministerial search process.</b>	<b>Kathy Wilke, Treasurer</b>
<b>To consider and vote upon the slate for the Policy Board and Church Council and confirmation of appointed Board members.</b>	<b>Joan Kindleberger, Nominating Committee</b>
<b>To affirm congregational support for George Grimm-Howell – Ministerial Fellowship Committee Congregational Sponsorship</b>	<b>Kathy Wire, President</b>
<b>To affirm congregational support for the selected Ministerial Search Committee</b>	<b>Kathy Wire, President</b>
<b>Church Treasurer's Report and Budget Presentation</b>	<b>Kathy Wilke, Treasurer Steve Smidowicz, Finance Committee</b>
<b>Recognition of Officers and Trustees and other Leadership</b>	<b>Kathy Wire, President</b>
<b>Closing Words</b>	<b>Rev. Gary James</b>
<b>Adjournment</b>	

MINUTES OF THE 2016-2017 ANNUAL MEETING  
OF FIRST UNITARIAN CHURCH OF ST. LOUIS, MISSOURI  
AND FIRST UNITARIAN CHURCH OF ST. LOUIS, A CORPORATION  
SUNDAY, MAY 21, 2017

First Unitarian Church of St. Louis  
Minutes of 2017 Annual Meeting

**Tiffany Sewell, President**

Tiffany called those in attendance to order at 11:57 am. A quorum was met.

**Rev. Gary James, Interim Minister**

Rev. James gave the opening words , responsive reading #728.

**Carole Watson, Council Chair**

Carole asked for recognition for Tiffany and read the Congregational Covenant.

**Rev. Gary James**

Rev. James reported that church membership was approximately. It has been affected by the deaths of several long-time members. There was a moment of silence for those individuals. He commended the Transition Team, and emphasized two of the areas they have identified for transition work: reviewing the church's financial health and governance.

**Tiffany Sewell, President**

Tiffany reflected on saying goodbye to the Perchliks and welcoming Gary James and Julie Martin. She described the September retreat of the Policy Board and Church Council with its focus on long range planning. She discussed the auction, a very successful event, and asked for recognition of Emily Jaycox and other the auction volunteers. She acknowledged the great support of the Finance Committee in the development of the budget, then thanked the members of the Policy Board and Church Council.

**Kathy Wilke, Treasurer**

Kathy discussed the work of the Finance Committee in the development of the budget, then went through the most recent financial reports, the Statement of Activity and Balance Sheet.

Our Balance Sheet reflects many things, include our equity in our building and our "liability": how everyone in the church needs support with money, time and kindness. We are grateful that the church owns the building without debt, providing a place for our children and friendship.

Kathy provided her email address for anyone that has questions, and always strives to get back to people with questions when she doesn't know the answer.

**Steve Smidowicz, Chair Finance Committee and Stewardship Cluster Coordinator**

Steve presented the budget and relevant issues/concerns:

Underlying factors include reduced membership and expenditures that creep up with each year. Last year's budget "stabilized the patient." We have lost several elderly and generous donors, who have died or moved out of town. As we go through transition, the goal is to improve the growth potential of the church, which will hopefully lead to improved revenue or at least stability to allow us some flexibility to engage in future visioning with a new minister.

The Women's Alliance continues to support the church very generously. The auction was a great boost; the Finance Committee suggests a similar major fundraiser every 2-3 years.

The Finance Committee suggested finding more creative ways to draw in revenue from the use of our building.

For this year's budget, the committee suggests spending 3.5% of our endowment, or approximately \$20,000.

The biggest budgeting challenge is staffing, as it is a high percentage of our expenditures and hard to reduce. There were no changes in staffing in the proposed budget, which puts a strain on other expense areas.

The church has pulled back from fair share support of the UUA and Mid-America. There is no funding for a contribution in the proposed budget. (A possible designated collection was discussed, as well as the ramifications of severely limiting or eliminating any contribution.) Fair share would be about \$30,000.

Steve described the “run rate” method of budgeting without a full years’ results.

Several congregation members had suggestions for building use or renting out the parking lot. It was noted that they should

### **Margaret Weck, Transition Team Spokesperson**

Margaret reported that the team started its work in late October/ early November. Members are Margaret Weck, Todd O’Boyle, Judy Meyer, Brian Blosser, Jeff Cary and Chuck Eby. The team followed an Appreciative Inquiry Process in interviews with church members, which addresses strengths of the church and provides information to create a shared framework for the future. Reports of the Transition Team are available on the church webpage.

Generally, the team suggested that we get to know and respect each other more.

They presented a Transition Timeline, and have made a formal recommendation to continue our interim work for 2 years, aiming for settlement in summer 2019. Ended on the note that congregational differences don’t have to splinter us.

### **Tiffany Sewell, Policy Board President**

Tiffany outlined the need to add an additional member-at-large position. After a motion and second, the proposal was approved

unanimously

### **Joan Kindelberger, Nominating**

Joan introduced the slate of nominees. After a motion and second, the slate was approved unanimously. Elected were: David Whitman for Vice President, Erin Miligan for Secretary, Kathy Wilke for Treasurer and Alicia Lloyd and Carolyn Toft for members at large. Larry Dusenbery was elected to serve in the role of Communications on the Policy Board.

### **Rev. Gary James**

In closing, Gary James indicated that he loves being back in St. Louis, that this feels like home to him and to Julie. Stated that we have a good transition year ahead of us, and that he feels very positive and optimistic.

### **Tiffany Sewell**

The meeting adjourned at 1:12 pm.

*Respectfully submitted by Erin Milligan,*

*Secretary*

# POLICY BOARD ROSTER 2017-2018

## Church Officers

**Kathy Wire** ..... Church President  
**Carole Watson**.....Church Council Chair  
**Erin Milligan**..... Secretary  
**Kathy Wilke**..... Treasurer

## POLICY BOARD MEMBERS

**David Whiteman, Vice President (resigned)**  
**Ronan Wallace (2018)**  
**Tony Fathman (2018)**  
**Alicia Lloyd (resigned)**  
**Larry Dusenberry (2018 — filled Vice President seat)**  
**Joan Kindleberger (2019)**  
**Andrea Berin (2020 — filled vacated seat)**  
**Karen Siegrist (2020—filled vacated seat)**  
**Carolyn Toft (resigned)**  
**Joel Minor(2021 — filled vacated seat)**

**CHURCH COUNCIL ROSTER  
2017-2018**

**CHURCH COUNCIL MEMBERS**

**Carole Watson**

**Church Council Chair**

**Charlie Kindleberger (2018)**

**Outreach and Social Action Cluster**

**Clint Cruse (2019)**

**Facilities Cluster**

**Victoria Bonvento (2020 — resigned)**

**Sue Fazio (2020 — filled vacant seat)**

**Outreach and Engagement Cluster**

**Steve Smidowicz (2019)**

**Finance Cluster**

**Rev. Gary James**

**Programming Cluster**

# MINISTER'S REPORT

SUBMITTED BY REV. GARY JAMES

With the loss of over 200 members in the last 15 years, an aging congregation and an eroding financial base, the first goal of my interim ministry has been to reverse these trends by focusing on the following goals:

**WORSHIP:** Restoring the quality of the Sunday worship service through strong preaching, developing inclusive religious language and diverse topics, along with a collaborative engagement of the music program and part-time Music Director. The Sunday services continue to receive praise and the integration of services has been appreciated. Lynn Hunt and I have increased the number of intergenerational services and these have been well received, although the challenge of making them fully child-friendly while appreciated by the adults is our reason for limiting the number and continuing to have children's chapel. A theme-based Sunday programming was explored but rejected by the RE Committee as burdensome and more appropriately initiated with a settled minister rather than during the interim ministry.

The adoption of a more diverse and inclusive religious language has been somewhat controversial. However, this difficult issue has been addressed in a manner that has strengthened the congregation's dialogue and mutual understanding of the challenges of religious diversity in a democratic religious community. By and large, the majority of those attending the Fireside Chats addressing this issue expressed an appreciation for the balanced manner in which the Sunday services reflected the religious sensibilities of the congregation as a whole. Despite the efforts to which I go to distinguish our Unitarian Universalist understanding of God, grounded in science and critical intellectual thought, the distinctions I draw are oftentimes unheard. It has become my practice, when a member of the congregation complains about my references to God in a sermon or worship service, to suggest a closer reading

of the sermon text or the liturgy to reveal what references were actually made and the theological meaning of those that were expressed.

I have also initiated a more explicit "Welcome Statement" at the beginning of the worship service that speaks to this issue. "Here we desire to live together in such affection as will not allow us to feel threatened by our differences. We dare not fence the spirit nor close off the sincerity of conversation with which souls must meet in religious association. As others have their ways of religion, so do we have this free faith; and, in honest differences, we order our lives together." The Transition Team and I are also exploring the re-visioning and revitalization of the congregational covenant in response to the above issues. The Congregational Covenant would be made a primary sacred text in the life of the congregation.

I have done extensive work with the Transition Team over the last year in addressing the issue of religious language and other differences in regard to belief, age, gender, sexual orientation, personality differences, etc. I introduced a model for engaging congregational conflict through a facilitated dialogue by way of "Fireside Chats." For a long time, extending back for as many as 15 years, there have been no structures in place with which to address conflicts and complaints within a constructive facilitated process at FUCSL. The model of a Fireside Chat has been much appreciated; however I have personally initiated a conflict resolution intervention when necessary. A formal conflict resolution process remains to be implemented at FUCSL. This will be one of my goals for next year.

**MEMBERSHIP:** After many years of membership loss church membership is now stable. Membership numbers are deceptive because of the cleaning-up of the membership books com-



pleted this year. Removing non-active members has revealed a significantly smaller congregation than was being reported previously. We are now at 241+ with approximately thirty pledging friends. We are also addressing the practice of retaining as members those who have made no pledge and are without waivers. This may include the elimination of the "associate member" status. The church lost its Membership Development Coordinator this church year and we struggled to restore a functioning Membership Committee. However, this has been remedied and we now have an active committee led by Sue Fazio. We are presently contacting a dozen potential new members to begin a formal Membership Book signing and New Member Recognition Ceremony on June 3.

**FINANCES:** Addressing the erosion of FUCSL's financial base was addressed by undertaking a more effective model for this year's canvass and establishing a stronger canvass committee. Also, we are providing a more compelling message regarding the financial responsibilities of membership. In addition to this work, steps are being taken to convene a leadership meeting to assess our present staffing, programming and church expenses in light of the mission of the church. There is the need to prioritize and redirect our limited funds.

**STAFF:** Perhaps the most pressing need this year has been the restoration of the church staff. In November, after almost a year of efforts on my part to confront and resolve the failure of the Church Administrator to fulfill her administrative responsibilities, we completed a negotiated resignation. However, we have been operating without a Church Administrator for the last six months. We engaged an office temp and a volunteer accountant, thank you Jim Wire, who has effectively addressed our bookkeeping needs. Our bookkeeping has been restored to a more effective method, but much of the administrative work was shifted to other staff, especially the Director of Religious Education, who has been doing a considerable amount of the work that had been the responsibility of the Membership

Development Coordinator and some administrative responsibilities of the Church Administrator.

With the assistance of Lynn Hunt I have urgently attempted to address our multiple church needs and revision the present staffing structure based on our current financial conditions, the size of the congregation and RE program. A proposal has been adopted by the Policy Board to restructure the staff based on those recommendations. Lynn Hunt will become our new Church Administrator/Bookkeeper and we will hire a part time RE Coordinator. All of which is being accomplished in a cost-effective manner mindful of our financial constraints.

**GOVERNANCE:** There have been numerous complaints about the relatively new governance structure implemented a few years ago. It appears that it has never been effectively operationalized. This is particularly true at the committee and cluster level. The failure to address this need has had a negative effect on the Policy Board and Church Council who have operated too often by way of crisis management to address the failure of committees or non-existent committees to address the needs of the church for which they were created. In light of that reality I have pointed out the need for a long range (3-5 years) and short-range planning process (annual goals) with which to clarify the work of the clusters and committees, while providing a framework for the Policy Board and Program Council to address the long range needs, establish priorities and provide the guidance and support a stronger management oversight would provide. This proposal was also a priority of the Transition Team's recommendations. I am happy to say that the resistance to doing this rigorous Planning-Goal Setting-Assessment process is now being reconsidered in light of a better understanding of the church's institutional needs. To change the "leadership culture" of the church requires the implementation and management of such a leadership model. In collaboration with the recently established Executive Committee the new Church Administrator, Lynn

Hunt, with her institutional knowledge of the church and oversight of the Church Calendar, will play a significant role in implementing and sustaining a planning & assessment process.

I established an Executive Committee last year to facilitate the collaboration between the Staff/Minister, the Church Council and the Policy Board. This continues to be an important forum for identifying and addressing the work of the church as a whole in a collaborative fashion. However, the purpose, formal structure and leadership of the Executive Committee needs clarification and perhaps formal implementation in the By-Laws. Presently it is made up of the Minister, Church Administrator (new addition this year), Policy Board President, Vice President and Council Chair. The purpose of the Executive Committee also is intended to eliminate the need for the Policy Board President to attend Program Council meetings and the Council Chair to attend the Policy Board meetings.

The confusion regarding our governance structure is also evident in the understanding of the role and authority of the Office of the Minister. There appears to be a presumption by some church leaders that the role of the Minister should be diminished from what has characterized the past. This shift has been described as moving from a negative "Minister-centric" model to one that is more empowering of the laity and lay leadership. This presumption has contributed to some conflict and confusion in the institutional understanding of the authority of the Office of the Minister as established in the By-Laws. The underlying presumptions of this shift and its assumed benefits contradicts the "policy governance" model that was to be adopted with the new governance structure. This confusion needs to be explored and clearly resolved in the remaining interim period before the arrival of a settled minister.

I would note that the primary responsibility of the Church Board is the development of a partnership with the Minister as Head of Staff in clarifying the Authority of the Minister, the

Expectations for the Minister and the Goals for the Minister. It is this clarity that will determine the success of the partnership between the Minister and the Policy Board.

**COMMUNITY:** The Transition Team and I have devoted many of our meetings to how to best address the different constituencies in the congregation and the unintended "siloing" that has developed. The Fireside Chats I promoted when I first arrived have been helpful in creating a forum in which the voices of individual members and "representatives" of these different groups can dialogue over assumed boundaries. These steps alone have had a healing effect in how they model respectful dialogue and affirm a shared covenantal relationship with one another. I would also add that an effective planning process which includes all constituencies in addressing our mission as a religious community will have a major impact on framing these "divisions" and "fractiousness" in a constructive manner that will emphasize our shared ministry.

#### **INTERIM MINISTER'S GOALS 2018 - 2019**

Implement an annual planning and assessment process at the beginning of the 2018 -2019 church year. This will include the goals of the individual committees in regard to calendar scheduled programs, events, projects and tasks. Also, the goals of the Minister, the Church Administrator, the Policy Board, the Church Council, , etc. The priorities of these goals will be established based on the overarching goals of the church in preparing to successfully call a new settled minister. The goals will identify the leadership and support required to accomplish the goals, the resources needed and the time line in which they are accomplished. The forethought this discipline will require will help to clarify the managerial oversight and responsible leadership of the Minister, staff and church leadership on a committee, cluster, Program Council and Policy Board level.

2) Utilizing the resources of the UUA and resources derived from exemplary congregations in the UUA (Unity Temple, St. Paul, University Unitarian Church, Seattle, etc.) develop and implement programs and practices for leadership development. This work would be in conjunction with the current efforts to establish an effective Nominating Committee.

3) Implement a formal and proactive conflict resolution process. Assess what has worked and not worked with the Peace Building Team model in recent years. Train the facilitators who would provide the structured mediation and counsel necessary. There has been a significant loss of church members and church leaders over the last decade and a half who have resigned from their positions and in some cases withdrawn from the church. This conflict resolution work is important in clarifying and affirming the primacy of our covenantal relations as the spiritual foundation of our free church. It is also important in creating effective collaborative leadership.

4) Continue to provide a compelling weekly worship experience that meaningfully engages the congregation on a spiritual and intellectual level. The Worship Arts Committee will be undergoing a leadership change with John Knoll's selection to serve on the Search Committee. Such an event provides the opportunity to re-vision the mission and practices of the Worship Arts Committee.

5) The Search Committee will hopefully complete its search by May of 2019. I will provide counsel and support for the successful transition of the congregation and the calling a new settled minister.

<b>Sunday Services</b>	<b>[* Worship Arts Committee Sunday Service]</b>
September 10, 2017	<b>Homecoming Sunday - Full Intergenerational: The Magic Yarn &amp; the Web of Life</b>
September 17, 2017	<b>Water Communion/The Fear of Religion</b>
*September 24, 2017	<b>*Faith Hope &amp; Love T.S. Eliot Society/WAC</b>
October 1, 2017	<b>No Justice! No Peace! The Birth of Conscience</b>
October 8, 2017	<b>Between Certainty and Uncertainty: The Critical Way in Religion</b>
*October 15, 2017	<b>*Welcome Here – Young Adults</b>
October 22, 2017	<b>Art Redeems the World</b>
October 29, 2017	<b>March of the Goblins - Dancing With Our Darkness</b>
November 5, 2017	<b>All Souls Sunday - 100<sup>th</sup> Anniversary of Our Church Building</b>
*November 12, 2017	<b>*Heather Navarro - Clark Lecture (Minister participation)</b>
November 19, 2017	<b>Harvest Communion - Thanksgiving Intergenerational Service</b>
	<b>The Courage to Rejoice</b>
December 3, 2017	<b>Music Sunday – The Utopian Dream of Christmas</b>
*December 10, 2017	<b>*Pageant Sunday (Minister participation)</b>
December 17, 2017	<b>The Mysteries of Christmas: Beyond Reason and Fact</b>
December 24, 2017	<b>Christmas Eve Candlelight Services</b>
January 7, 2018	<b>Jazz Sunday - The Cry of Winter: Reflections on the Winter Season</b>
<b>of the Heart</b>	
January 14, 2018	<b>Martin Luther King Sunday – I Have a Dream</b>
*January 21, 2018	<b>*Partner Church Sunday (Minister participation)</b>
January 28, 2018	<b>Our Difficulty With God (Addressing Religious Diversity)</b>
*February 4, 2018	<b>*An Open Faith - A Deeper Faith - Rev. Earl Holt 4/8/2000</b>
<b>Dwight Homer</b>	
	The <b>Worship Arts Committee</b> will be presenting selected sermons from our church archives in honor of the ministers who have served
our church.	
February 11, 2018	<b>Valentine’s Day Sunday - The Power of the Erotic</b>
February 18, 2018	<b>Commander-in-Chief’s Day: The Call to Arms &amp; The Terrible Love</b>
<b>of War</b>	
February 25, 2018	<b>Making Our Hopes and Dreams Real / Cavass Kick-Off</b>
March 11, 2018	<b>A Lenten Reflection: Sin – Forgetting How to Be Good</b>
March 18, 2018	<b>Postmodern Soul Seekers in the Rag and Bone Shop of the Heart</b>
March 25, 2018	<b>Palm Sunday - The Gospel According to Jesus: Dismantling the Structures of Domination</b>
April 1, 2018	<b>Easter Sunday - The Practice of Resurrection: Intergenerational / Easter Communion</b>
*April 8, 2018	<b>*I See You – George Grimm Howell</b>
April 15, 2018	<b>The Sweetness of Ripening: Spiritual Development in the 2<sup>nd</sup> Half of</b>
<b>Life</b>	

April 22, 2018  
**Broiled Salmon**

\*April 29, 2018

May 6, 2018  
**between the Eyes**

May 13, 2018

May 20, 2018

May 27, 2018

**Earth's Body – The Long Journey Home: A Meditation on Eating**

**\*Affirmation Sunday (Minister participation)**

**Wake Up! Or the Mystics will Come and Let You Have It Right Be-**

**Music Sunday-Mother's Day-Flower Communion**

**A Shocking Biblical Reflection on Mother's Day**

**Religious Education Sunday**

**Memorial Day: An Alternative View    John Knoll**

# CHURCH PRESIDENT'S REPORT

SUBMITTED BY KATHY WIRE

Exciting times are usually challenging times, and this is no exception. Though our church faces uncertainty and a great deal of work, great potential peeks at us from the horizon. This will be a year of reflection as well, as we prepare for search.

In conjunction with the Transition Team, the Policy Board will continue to identify critical work. I know that the Transition Team, through its work with the congregation, will keep leadership's focus on the big transition picture. We are grateful for their persistent guidance.

We started the year with a retreat for members of the Policy Board, the Church Council and the Transition Team. The plan we developed wasn't perfect, and, not unexpectedly, it has gone through a couple of iterations to further discern what we need to do and how to get it done. (There will undoubtedly be more.)

As part of that, we asked Ian Evison, a Mid-America Region congregational consultant, to meet with the "transition leadership": the Policy Board, the Council, the Transition Team and our Interim Minister. That meeting led to a deeper understanding of how we all, as leaders, need to interact with each other and with our relatively new governance system. I am optimistic that we will improve our functioning within that system over the next year to accomplish more and improve our accountability to each other and to the congregation. I look at our challenges/opportunities for the year in two categories: general and specific.

The general challenges are the "long game." They grow out of the historical and cultural aspects of the church that need examination. Our Policy Board needs to actively engage in the work of planning and oversight. We are still developing our lay-leadership muscles, a process that must continue. The second and related challenge is identifying areas where our church needs tough love. Some of these were identified in the Long Range Plan approved over a year ago, others by the Transition Team.<sup>14</sup>

For example, we have not been successful in creating a leadership development pipeline and a more robust nominating structure, despite many years in which we have recognized the need. We also still struggle to achieve integrated intergenerational experiences, in worship and other components of church life. Our financial situation presents another long-term challenge.

Another longer-term issue relates to our size. The church has lost members over the years, and attendance is down for both Sunday services and RE. The Policy Board and Council will continue to examine and address this concern, so we are ready to confront the matter with a new settled minister.

Both leadership and the congregation need to continue to identify these "sticky" areas and apply the required energy and resources to address them. We have learned that our 2014 governance system is not self-implementing, and some of this culture change will require focusing additional attention on making it work.

The specific short-term issues we faced this year were daunting, but they have led to a great sense of achievement and satisfaction. The highlights:

Our administrative function was not working, and a number of significant issues arose from that. We needed to identify and satisfy unpaid vendors, review and revise years of inaccurate bookkeeping entries, issue revised statements to church members, negotiate with the state and the IRS over unpaid or poorly documented obligations, get our corporate status and insurance coverage reinstated, and more. Most of you know that Jim Wire has volunteered for ten months as our resident accounting and bookkeeping expert. Lynn Hunt took on many extra tasks, and Augie Underwood's role expanded. A number of church members also volunteered their time to help with aspects of the work, including:

Lori Calcaterra spent several days a week for nearly two months going through contribution statements looking for errors.

Jeff Cary reviewed 3 years of his old emails confirming stock donations.

Kathy Wilke had to spend much more time on Treasurer duties than expected, and provided valuable insight on a number of the issues that came up.

Randy Speck completed 2 years of unfiled quarterly city payroll tax reports, and

Terry Yokota has been working to clean up the web-site and correct bad links.

A collaborative effort by Rev. James, Lynn Hunt, the Personnel Committee and the Policy Board resulted in a new staffing plan for the office which will address our changing needs without adding to the budget.

We have a search committee!!!!!! After implementing a process suggested by the MidAmerica Region, the Policy Board received many suggestions for possible committee members from all parts of the congregation. This allowed the Board to confidently identify individuals who had the trust and support of the congregation.

Technically, the facilities function belongs to the Council. But the Policy Board worked with the Council and Clint Cruse, the facilities Cluster Coordinator, to address several multi-dimensional issues, including the replacement of our alarm system, re-keying the doors, repairs after the break-in and an HVAC failure. While we all love our building, it takes a village to keep it going.

Our financial situation has been “troubling though not disastrous” for several years. There are glimmers of hope that we are stabilizing and perhaps turning a corner toward revenue and operations expense that can keep us in a healthy place. Expect congregational conversations about moving our budget in the

right direction, as it requires prioritization from you.

The next year brings one more challenge: the diversion of leadership and volunteer energy to the transition and the search. Many of our dedicated and knowledgeable members are involved in the Transition Team and the Search Committee. Their work is crucial, and the rest of us have to support them, and at the same time make up the slack. If you care about something that needs to be done, please step up to help. If we all do that, we will have a better church and a tighter community.

# CHURCH COUNCIL

SUBMITTED BY CAROLE WATSON

The Church Council met monthly from July 2017 through April 2018, with the exception of December 2017. The outstanding Cluster Coordinators who served the church during this time were as follows: Rev. Gary James Programming Cluster Steve Smidowicz Stewardship Cluster Charles Kindleberger Social Responsibility and Outreach Cluster Clint Cruse Facilities Cluster Victoria Bonvento Sue Fazio Growth and Engagement (Membership) Cluster Lynn Hunt also attended every meeting and provided invaluable support, especially for the Programming Cluster. Carole Watson, Council chair, organized the agenda for and ran these monthly meetings, ably assisted by all members of the Council. Minutes were taken at each meeting. Minutes and agenda have been collected into a notebook to pass on to next year's chair. Beginning in May 2018, Charlie Kindleberger will assume chair of the Council and George Sessens will take over the Social Responsibilities Cluster, once approved at the Annual Meeting. According to Article VI of our church by-laws, the Church Council is charged with "administering the day-to-day operations of the Church in order to accomplish the Church's Mission and Purposes under the supervision and direction of the Board. Accordingly, the Council's primary obligations include: (i) overseeing the creation and administration of programmatic services for the Congregation...and (ii) allowing committees, Congregants, and staff, who create and run programs, as much independence and input as is possible, while accomplishing the Church's Mission and Purposes." Over this past church year, the Church Council has discussed, supported, and made decisions about the following topics/issues:

- Maintaining a monthly preview of the

Church calendar, and setting guidelines for the calendar, in coordination with the church administrator/DRE

- Helping establish a new security system, approving guidelines for key holders, etc., following last fall's break-in
  - Staying abreast of and providing support for the office re-organization following the resignation of the Church Administrator
  - Participating actively in the successful Canvass 2018
  - Organizing and putting on the spring Fellowship Dinner and Potluck
  - Supporting plans to move forward with developing our outdoor spaces for playground and other uses
  - Re-naming former Membership Cluster and welcoming Sue Fazio as Growth & Engagement Cluster Coordinator; supporting her plans and activities
  - Actively supporting reorganizing how our vegetable gardens are run and maintained, in conjunction with other CWE gardens
- And many others as they arose throughout the year.

The Church Council is still defining its broad role in the life of the church. Certainly, the Council serves as a vital clearinghouse for the activities and plans of the congregation. The Council supports the minister, church administrator and/or DRE in their efforts to grow our numbers; to encourage strong and diverse programs; and to provide opportunities for each of us to better understand ourselves and each other, in order to make this world a better place for all.

The past two years have been a major learning experience for me. I could not have asked for a better group of people to share this time with. Thanks to each of you for your humor, knowledge, and spirit.



# TRANSITION COMMITTEE REPORT

SUBMITTED BY MARGARET WECK

In June 2017 the Transition Team identified three broad goals to guide our work in the 2017-18 church year:

Re-adjust our self-conception to be a realistic and grounded reflection of who we are now as a church

- Strengthen our bonds with one another within the church
- Strengthen our bonds outside of the church with the wider community

Much of the work involved in achieving these goals is ongoing and necessary for our normal operations and core functions not just in preparing for a search for a settled minister. We had hoped to work with the Policy Board and Church Council to establish more measurable criteria to benchmark our collective progress. As events unfolded, that did not happen this year.

The primary venue for the Transition Team was continuing the “Fireside Chat” format for group conversation instituted by Rev. Gary James in spring of 2017 as a relatively free-form means for obtaining feedback from the congregation about the interim ministry. The transition team generated discussion prompts for subsequent fireside chats to accommodate the larger work of transition - namely helping members of the congregation get to know each other better through sharing their own perspectives and experiences. To ensure that as many people as possible could participate on a given date, “chats” were held both before service at 9:15 a.m. and after service at 11:30 a.m. The later chats generally had more participants.

In the 2017-18 church year the Fireside Chat topics were:

## **October 15, 2017**

Uncovering some of our “invisible” differences Part I---why we originally came to First Unitarian and what we connected to that causes us to remain members. It is not the same for everyone.

9:15 2 T Team members; 5 congregants  
11:30 4 T Team members; 9 congregants  
**November 19, 2018**

Uncovering some of our “invisible” differences Part II ---the religious traditions/assumptions we were raised under are also different, as are the reasons we stayed (if raised UU) or left (if not originally UU).

9:15 3 T Team members; 4 congregants  
11:30 8 T Team members; 35+ congregants  
(Some came in after their meeting adjourned.)  
**January 14, 2018**

Acceptance of Diversity. How do we communicate across our differences within this church? What does (or would) true acceptance of diversity look like in action in all aspects of the life of the church? What behaviors indicate we are truly committed to working toward deeper acceptance of diversity? What would it look like to have true tolerance---not just surface tolerance?

9:15 6 T Team members; 3 congregants  
11:30 6 T Team members; 16+ congregants  
(Some came in after their meeting adjourned.)

## **March 11, 2018**

Topic was “How do we engage with the wider community?” How do we as individuals and as a church help make St. Louis a better place? There are a surprising number and variety of outreach activities that exist now and in the recent past. Our sense of the discussion is that it would help provide a sharper focus on how we, as a church, work in the community. The risk is possibly hurting active congregants’ feelings if we do not support their current interests.

9:15 5 T Team members; 2 congregants  
11:30 7 T Team members; 13 congregants  
**April 22, 2018**

Preparing for Change and the Governance Structure— How do we accomplish things at church? Join with members of the Transition Team to further examine our church community and structures as we enter into our search for a settled minister.

9:15 3 T Team members; 2 congregants

## **Transition Team cont.**

11:30 8 T Team members; 19 congregants

The Ministerial Search Committee will be formed in May 2018 and the work of detailed surveying of the congregation for preparation of the “Congregational Record” will begin. Moving forward, the Transition Team will support the Search Committee, Board, Council, and Interim Minister as part of the search process. Clarification and delineation of roles and responsibilities in the coming church year will be of great value in coordinating the work of the church.

Report respectfully submitted by the Transition Team: Rev. Gary James (Interim Minister), Jeff Cary, Chuck Eby, Ash Gray, Jess Green, Judy Meyer, Todd O’Boyle, and Margaret Weck (chair).

# SECRETARY'S REPORT

SUBMITTED BY ERIN MILLIGAN

**Sustaining Members:**

**Associate Members:**

**New Members:**

Adam Hempling-Lunter

**Reinstated:**

Dean Burns

**Resignations:**

Brian Blosser

Ian McPherson

Kyle Dennis

Ray Tait

Gabrielle Farrell

Michael Farrell

Julie Oyen-Keller

Jack Van Ryn

Debbie Van Ryn

Deborah Richie

Carl Halford

Chris Fawcett

Diane Fawcett

**Deaths, Memorial Services:**

\*Alan Myers

Chester McCormack

Louise Green

*\*Memorial Garden Internment*

**Change to Associate Membership:**

David Bray

Andy Burkemper

Kelsey Burkemper

Steve Call

Teresa Sweeney

Sara Figueroa

Jesse Figueroa

Phillip Greene

Mary Hickman

Mary Jane Kirtz

Susan Sawson

Janet Oriatti

Mark Bruns

242 Marion Little

71 Lydia Long  
Tom Polokonis

1 Kate Polokonis  
Geri Redden  
Bert Teeples

1 Amber Wamhoff  
Sarah Greisbach  
Ben Rosensweig

13 Amanda Sherwood  
Carol Wray  
Ricardo Wray

**Weddings/Union Ceremonies:** 7

**Child Dedications:** 0

There was a concerted effort to make the church membership records an accurate reflection of actual membership. Some people who had previously resigned but whose records had not indicated such were brought up to date. In addition, people who had not contributed to the church in at least the last two years were contacted as to whether or nor they wanted to maintain membership. Those people who did not respond were re-categorized as Associate Members (per the By-Laws Article II Section 5). As a result of this provision the Associate Member category has grown numerically while the meaning of this classification has become ambiguous. It is recommended to address the issue of Associate Membership in the coming year.

## *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 received in the last two fiscal years in memory of include the following people:**

**Shirley Bassett  
Marietta Hunsche  
Robert Murphy  
Connie Goss  
Eli Shuter  
Carolyn Nolan  
Tom Hungerford  
Charles Manley  
Warren Keller  
Vera Falk  
Donald Stahl**

# TREASURER'S REPORT

SUBMITTED BY KATHY WILKE

This year has been a challenge. Volunteer Jim Wire has been completing bookkeeping chores to make it possible to get accurate financial information. He has made sure that the bills get paid on time and that deposits are accurately accounted for. He is also a consummate problem solver and we have tested that ability. Board President Kathy Wire has put in many hours solving problems that are not listed in her job description. Lori Calcaterra, Lynn Hunt and Augie Underwood have both stepped up to the plate to make the Office run smoothly. My sincerest thanks to them all.

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 2013 to 2017. 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 as of March 31, 2018 three quarters through 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 lower than the Budgeted for this time period. The expenditures, however are lower 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, 2018. The total of Liabilities and Equities is higher than the total for Fiscal Year 2016/2017. 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](mailto: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, 2018. This will help maintain our positive balance.

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

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**First Unitarian Church  
Balance Sheet**

FY 13/14/ 14/15. 15/16, 16/17

	<b>FY2013/2014</b>	<b>FY2014/2015</b>	<b>FY2015/2016</b>	<b>FY2016/2017</b>
<b>ASSETS</b>				
<b>Current Assets</b>				
<b>Bank Accounts</b>				
10000 Cash-Busey Bank	72,013.15	52,936.91	20,034.52	11,280.08
10010 PayPal	0.00	4,537.00	2,721.00	25.10
10200 Petty Cash	50.00	50.00	0.00	0
<b>Total Bank Accounts</b>	<b>\$ 72,063.15</b>	<b>\$ 57,523.91</b>	<b>\$ 22,755.52</b>	<b>\$ 11,305.18</b>
<b>Accounts Receivable</b>				
12000 Accounts Receivable	0.00	0.00	0.00	0.00
<b>Total Accounts Receivable</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>
<b>Other Current Assets</b>				
13000 Investments - Unrestricted	0.00	0.00	0.00	0.00
13100 General Fund	235,254.47	288,287.50	277,503.84	260,609.51
13105 Transfers-Unrestricted			-27,839.61	-2,400.00
<b>Total 13000 Investments - Unrestricted</b>	<b>\$ 235,254.47</b>	<b>\$ 288,287.50</b>	<b>\$ 249,664.23</b>	<b>\$ 258,209.51</b>
<b>13109 Investments - Restricted</b>				
13110 Endowment Fund	648,203.56	644,466.87	598,582.20	758,916.55
13200 Lewis Fund	202,316.33	198,826.10	194,874.37	276,352.87
13300 Clark Fund	104,910.47	105,947.60	103,722.11	118,874.87
13400 CAEF	69,346.00	75,679.31	74,589.63	117,156.84
13500 Dodson Fund - Prin	31,765.13	32,733.27	33,030.49	35,973.87
13520 Dodson Fund - Res	10,059.21	10,856.17	9,346.06	13,008.26
13900 Tranfers - Restricted			27,839.61	2,400.00
<b>Total 13109 Investments - Restricted</b>	<b>\$ 1,066,600.70</b>	<b>\$ 1,068,509.32</b>	<b>\$ 1,041,984.47</b>	<b>\$ 1,322,683.26</b>

14000 Treasury Notes	5,990.48	5,990.48	5,990.48	0.00
16000 Employee Loan	25.00	0.00	0.00	0.00
16200 Prepaid Expenses	103.00	0.00	0.00	0.00
16800 Employee Cash Advance	0.00	0.00	0.00	0.00
Undeposited Funds	0.00	0.00	0.00	0.00
<b>Total Other Current Assets</b>	<b>\$ 1,307,973.65</b>	<b>\$ 1,362,787.30</b>	<b>\$1,297,639.18</b>	<b>\$1,580,892.77</b>
<b>Total Current Assets</b>	<b>\$ 1,380,036.80</b>	<b>\$ 1,420,311.21</b>	<b>\$1,320,394.70</b>	<b>\$1,592,197.95</b>

**Fixed Assets**

17200 Real Estate & Improvements	956,091.09	956,091.09	956,091.09	956,091.09
17300 New Chapel & Improvements	2,376,965.91	2,376,965.91	2,376,965.91	2,376,965.91
<b>Total Fixed Assets</b>	<b>\$ 3,333,057.00</b>	<b>\$ 3,333,057.00</b>	<b>\$3,333,057.00</b>	<b>\$3,333,057.00</b>
<b>TOTAL ASSETS</b>	<b>\$ 4,713,093.80</b>	<b>\$ 4,753,368.21</b>	<b>\$4,653,451.70</b>	<b>\$4,925,254.95</b>

**LIABILITIES AND EQUITY**

Liabilities				
Current Liabilities				
Other Current Liabilities				
20100 Payroll Liabilities	0.00	0.00	0.00	0.00
20200 Federal Liabilities Payable				
20300 State Withholding Payable	2,519.95	-474.00	2,537.34	10,185.59
20400 City Withholding Payable	562.00	458.00	523.00	343.74
	555.10	0.00	439.90	1,657.00

<b>Total 20100 Payroll Liabilities</b>	<b>\$ 3,637.05</b>	<b>-\$</b>	<b>16.00</b>	<b>\$ 3,500.24</b>	<b>\$12,186.33</b>
20500 Benefits Liabilities					
20510 Insurance Payable					



20511 Health Insurance-- Employer paid	0.00	0.00	0.00	0.00	0.00
20512 Health Insurance-- Employee paid	0.00	0.00	0.00	0.00	0.00
20513 Life Insurance	0.00	0.00	0.00	0.00	0.00
20514 Disability Ins-- Employee paid	0.00	0.00	0.00	0.00	0.00
20515 Dental Ins-- Employee paid	0.00	0.00	0.00	0.00	0.00
<b>Total 20510 Insurance Payable</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>0.00</b>
20530 Retirement--401(a) Payable	1,374.76	2,953.36	4,437.00		347.87
20540 Retirement--401(a) WH Payable	0.00	0.00	0.00	0.00	0.00
20550 Retirement--SEP IRA Payable	0.00	0.00	0.00	0.00	0.00
<b>Total 20500 Benefits Liabilities</b>	<b>\$ 1,374.76</b>	<b>\$ 2,953.36</b>	<b>\$ 4,437.00</b>		<b>\$347.87</b>
<b>21000 Other Liabilities</b>					
21010 Due to outside charities	0.00	735.81	200.00		4,239.15
21090 Miscellaneous liabilities	4,765.65	995.00	0.00		3,146.52
21092 A/C Repair Payable	0.00	0.00	0.00		0.00
<b>Total 21000 Other Liabilities</b>	<b>\$ 4,765.65</b>	<b>\$ 1,730.81</b>	<b>\$ 200.00</b>		<b>\$7,385.67</b>
Direct Deposit Payable	0.00	0.00	0.00		0
Payroll Clearing	0.00	0.00	0.00		0
Payroll Tax Payable	0.00	0.00	0.00		0

	0.00	0.00	0.00	0.00	0
<b>Payroll Tax Payable</b>					
<b>Total Other Current Liabilities</b>	<b>\$ 9,777.46</b>	<b>\$ 4,668.17</b>	<b>\$ 8,137.24</b>	<b>\$ 19,919.87</b>	
<b>Total Current Liabilities</b>	<b>\$ 9,777.46</b>	<b>\$ 4,668.17</b>	<b>\$ 8,137.24</b>	<b>\$ 19,919.87</b>	
<b>Long-Term Liabilities</b>					
<b>23000 Reserves</b>					
23100 Holt	0.00	0.00	0.00	0.00	0.00
23200 Sabbatical	38,263.00	44,230.00	44,230.00	0.00	0.00
23300 Capital Maintenance	16,903.19	17,603.19	8,103.19	23103.19	
23310 Windows		9,371.00	40.00	30.00	
23400 Partner Church	27,861.00	4,673.36	4,953.36	3616.79	
23500 Prepaid Pledges	3,087.63	6,834.80	4,500.00	0.00	
23575 Prepaid Contributions	45,115.27	0.00	480.00	0.00	
23600 Intern Fund	0.00	1,150.00	2,550.00	3,838.46	
<b>23630 Membership Coordinator</b>					
25011 Memorial Fund	1,050.00	60,000.00	46,666.64	26,666.64	
25012 Special Gifts	4,637.62	6,643.12	8,843.12	17,159.50	
25020 Social Responsibility	1,366.96	0.00	10,241.80	10,241.80	
		5,043.95	5,058.95	4,802.38	
<b>27000 Other Custodial Accounts</b>					
27005 Auction Items	1,130.00	220.00	220.00	105.16	
27010 Office Equipment Reserve	0.00	0.00	0.00	0.00	
27020 Bookstore	100.00	386.25	624.25	1,072.50	
27024 Boston Trip Reserve	2,899.18	4,815.36	5,199.98	4,565.32	
27030 Piano Reserve	8,819.00	8,819.00	8,819.00	8,819.00	
27040 Landscape Reserve	2,016.20	16.20	16.20	0.00	
27050 Renovation Reserve	0.00	0.00	0.00	0.00	
27060 RE Reserve	2,598.93	7,333.08	8,084.37	9,763.27	
27065 Sandwich Making	4,581.35	3,165.71	1,682.66	3,221.16	

27067 Trinity Hot Lunch				111.00		134.75
27070 Women's Alliance Op Shop			1,562.08	714.80		436.8
27080 Caring Ministry Reserve		8,707.33	15,093.19	15,835.19		7,008.96
27090 Keyboard Reserve		456.37	456.37	456.37		456.37
27100 Healthy Congregation Re-serve		2,526.48	2,526.48	2,526.48		2,526.48
27110 PR/Marketing		512.77	973.77	1,218.29		1,218.29
27120 Library		115.00	100.00	100.00		100.00
27130 Men's Wellness Ministry				434.00		434.00
Total 27000 Other Custodial Ac-counts		<b>\$37,392.49</b>	<b>\$45,467.49</b>	<b>\$ 46,042.59</b>		<b>\$39,862.06</b>
Total 23000 Reserves		<b>\$175,677.16</b>	<b>\$201,016.91</b>	<b>\$ 181,709.65</b>		<b>\$129,320.82</b>
Total Long-Term Liabilities		<b>\$175,677.16</b>	<b>\$ 201,016.91</b>	<b>\$ 181,709.65</b>		<b>\$129,320.82</b>
Total Liabilities		<b>\$ 185,454.62</b>	<b>\$ 205,685.08</b>	<b>\$ 189,846.89</b>		<b>\$149,240.69</b>
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		<b>\$3,333,057.00</b>	<b>\$333,057.00</b>	<b>\$3,333,057.00</b>		<b>\$3,333,057.00</b>
35000 Fund Balances--Restricted						
35110 Endowment Fund		648,203.56	644,466.87	598,582.20		758,916.55
35200 Lewis Fund		202,316.33	198,826.10	194,874.37		276,352.87
35300 Clark Fund		104,910.47	105,947.60	103,722.11		118,874.87
35400 Community Action Endow-ment Fund		75,336.48	81,669.79	80,580.11		117,156.84
35500 Dodson Fund - Prin		31,765.13	32,733.27	33,030.49		35,973.87
35520 Dodson Fund - Res		10,059.21	10,856.17	9,346.06		13,008.26
Total 35000 Fund Balances--Restricted		<b>1,072,591.18</b>	<b>\$1,074,499.80</b>	<b>\$1,020,135.34</b>		<b>\$132,028.26</b>

<b>39000 General Fund--Unrestricted</b>	128,910.29	128,064.11	95,771.61	136,434.08
<b>Net Income</b>	-6,919.29	12,062.22	14,640.86	-13,760.08
<b>Total Equity</b>	<b>\$ 4,527,639.18</b>	<b>4,547,683.13</b>	<b>\$4,463,604.81</b>	<b>\$4,776,014.26</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$4,713,093.80</b>	<b>\$4,753,368.12</b>	<b>\$4,653,451.70</b>	<b>\$4,925,254.95</b>

**First Unitarian Church**  
**Statement of Activity**  
FY2013- 2017

	FY2013/201 4	FY2014/20 15	FY2015/201 6	FY2016/20 17
<b>Support &amp; Revenue</b>				
40000 Operating Pledges	465,750.21	461,301.34	395,319.61	383,026.48
40200 Contributions & Collections	29,449.65	44,353.34	29,903.83	21,373.44
40300 Women's Alliance	1,000.00	1,945.00	2,048.70	2,568.45
40400 Building Use Income	13,021.68	16,467.55	14,679.00	11,794.00
40500 Investment Income-Endowment	53,709.00	30,500.00	31,100.00	30,200.00
40520 Investment Income - General		4,792.03	4,573.22	3,796.04
40700 Miscellaneous Income	2,003.87		1,665.03	1,118.12
40750 Unrestricted Gifts	5,000.00		895.00	3,120.16
40800 Fundraisers	2,226.79	2,401.18	6,908.63	18,504.17
40910 Interest Income	30.57	34.75	32.71	17.34
40950 Landscape Reserve	4,000.00	2,000.00		6,016.20
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	20,000.00
41700 Transfer from Care and Concern			300.00	
41710 Transfer from Bookstore	3,336.87			
<b>Total Support &amp; Revenue</b>	<b>\$597,268.64</b>	<b>\$575,795.1</b>	<b>\$534,327.49</b>	<b>\$501,534.4</b>
<b>Gross Support &amp; Revenue</b>	<b>\$597,268.64</b>	<b>\$575,795.1</b>	<b>\$534,327.49</b>	<b>\$501,534.4</b>
<b>Expenses</b>				
50000 Staffing	349,198.06	363,371.10	352,605.30	374,111.87
51000 Administrative	19,261.12	22,924.58	15,284.88	14,002.52
52000 Building	135,293.35	103,286.89	94,226.69	94,322.08
53000 Worship	6,311.28	8,362.96	5,700.76	3877.07
53500 Education	15,438.21	11,255.35	7,157.00	10,068.45
54000 Membership	4,846.77	5,491.71	23.12	980.28
55000 Social Action & Outreach	26,501.54	18,205.87	18,883.21	17,017.21
56000 Denominational Support	47,337.00	30,834.51	25,805.67	915
<b>Total Expenses</b>	<b>\$604,187.93</b>	<b>\$563,732.9</b>	<b>\$519,686.63</b>	<b>\$515,294.4</b>
<b>Net</b>	<b>29 -\$6,919.29</b>		<b>\$14,640.86</b>	<b>-</b>

# First Unitarian Church

## Budget vs. Actuals: FY2017-18 Statement of Activity

July 2017 - March 2018

	Total		
	Actual	3rd Q Budget	FY17/18 Budget
<b>Revenue and Support</b>			
<b>40000 Operating Pledges</b>			
40010 Current Year Pledges	305,512.86	301,000.00	\$360,000.00
40090 Prior Year Pledges	3,250.00	10,551.00	\$10,551.00
40100 Pledges by Church Year	45.00		
<b>Total 40000 Operating Pledges</b>	<b>\$ 308,807.86</b>	<b>\$ 311,551.00</b>	<b>\$370,551.00</b>
<b>40200 Contributions &amp; Collections</b>			
40210 Regular Plate Collection	4,877.69	11,492.00	\$14,392.00
40250 Designated Collections	9,901.48	11,300.00	\$14,000.00
<b>Total 40200 Contributions &amp; Collections</b>	<b>\$ 14,779.17</b>	<b>\$ 22,792.00</b>	<b>\$28,392.00</b>
<b>40400 Building Use Income</b>			
40405 Building Use - CRC	5,698.00	15,000.00	\$20,000.00
	4,725.00		
<b>Total 40400 Building Use Income</b>	<b>\$ 10,423.00</b>	<b>\$ 15,000.00</b>	<b>\$20,000.00</b>
<b>40500 Investment Income-Endowment</b>	22,500.00	22,500.00	\$30,000.00
<b>40520 Investment Income-General</b>	1,973.02	3,433.00	\$4,573.00
<b>40700 Miscellaneous Income</b>	2,475.92	1,265.00	\$1,665.00
<b>40750 Unrestricted Gifts</b>		675.00	\$895.00
<b>Total 40500 &amp; 40700</b>	<b>\$26,948.94</b>	<b>27,873.00</b>	<b>\$37,133.00</b>
<b>40800 Fundraisers</b>			
40811 Schnucks	671.04	963.00	\$1,263.00
40819 Miscellaneous Fundraisers	1,637.00		\$0.00
<b>Total 40800 Fundraisers</b>	<b>\$ 2,308.04</b>	<b>\$ 963.00</b>	<b>\$1,263.00</b>
<b>40910 Interest Income</b>	9.62	25.00	\$33.00
<b>40950 Landscaping</b>	6,700.00		\$0.00
<b>41500 Transfer from General Fund</b>		0.00	\$20,000.00

	Actual	3rd Q Budget	FY17/18 Budget
<b>41550 Transfer from Membership Coordinator Fund</b>	15,000.01	15,000.00	\$20,000.00
<b>41700 Transfer from Care and Concern</b>		225.00	\$300.00
<b>41710 Transfer from Bookstore</b>	4.00		
<b>Uncategorized Income</b>	20.00		
<b>Total Revenue and Support</b>	<b>\$ 385,000.64</b>	<b>\$ 393,429.00</b>	<b>\$497,672.00</b>
<b>Gross Revenue and Support</b>	<b>\$ 385,000.64</b>	<b>\$ 393,429.00</b>	<b>\$497,672.00</b>
<b>Expenses</b>			
<b>50000 Staffing</b>			
<b>50100 Salaries and Wages</b>			
<b>50120 Gross Wages--Salaries</b>	133,288.05	156,495.00	\$208,995.00
<b>50130 Gross Wages--Hourly wages</b>	20,133.10	19,305.00	\$25,745.00
<b>50135 Gross Wages--Contract Labor</b>	21,423.02	16,542.00	\$22,062.00
<b>50190 Housing Allowance</b>	22,500.00	22,500.00	\$30,000.00
<b>Total 50100 Salaries and Wages</b>	<b>\$ 197,344.17</b>	<b>\$ 214,842.00</b>	<b>\$286,802.00</b>
<b>50200 Benefits</b>			
<b>50210 Health Insurance</b>	29,752.45	24,759.00	\$33,012.00
<b>50220 Dental Insurance</b>	-237.00	450.00	\$600.00
<b>50230 Retirement--401(a) Expense</b>	11,833.63	14,859.00	\$19,812.00
<b>50260 Life Insurance</b>	96.52	576.00	\$768.00
<b>50270 Payroll Taxes</b>	7,348.22	14,348.00	\$19,131.00
<b>Total 50200 Benefits</b>	<b>\$ 48,793.82</b>	<b>\$ 54,992.00</b>	<b>\$73,323.00</b>
<b>50500 Staff Expenses</b>			
<b>50510 Administrator Staff Expense</b>	47.00	375.00	\$500.00
<b>50520 Religious Educator Staff Expense</b>	1,048.56	2,860.00	\$3,800.00
<b>50530 Music Director Staff Expense</b>	108.00	115.00	\$172.00
<b>Total 50500 Staff Expenses</b>	<b>\$ 1,203.56</b>	<b>\$ 3,350.00</b>	<b>\$4,472.00</b>
<b>50600 Minister's Expenses</b>	748.49	3,460.00	\$4,599.00
<b>Total 50000 Staffing</b>	<b>\$ 248,090.04</b>	<b>\$ 276,644.00</b>	<b>\$369,196.00</b>
<b>51000 Administrative</b>			
<b>51050 Canvass</b>	79.51	1,073.00	\$1,073.00
<b>51100 Internal Communications</b>	394.45	800.00	\$1,000.00
<b>51200 Board Expenses</b>	132.67	200.00	\$200.00

	Actual	3rd Q Budget	FY17/18 Budget
51400 Office Supplies	3,040.60	1,800.00	\$2,400.00
51500 Office Equipment & Repairs	1,073.10	600.00	\$1,000.00
51580 Fundraising	1,020.10		\$90.00
51600 Bank Charges	980.00	67.00	\$1,500.00
51650 Payment Processing Fees	1,172.42	1,125.00	\$800.00
51700 Computer Expense	1,459.79	600.00	\$3,300.00
51800 Legal & Accounting	3,065.00	2,500.00	\$2,800.00
51900 Postage	552.94	2,100.00	\$300.00
51990 Settled Search Committee	230.52		
91997 Leadership Dev & Nominating Comm		250.00	
<b>Total 51000 Administrative</b>	<b>\$ 13,201.10</b>	<b>\$ 11,115.00</b>	<b>\$14,463.00</b>
<b>52000 Building</b>			
52100 Building Maintenance	9,558.71	5,200.00	\$7,000.00
52150 Housekeeping & Supplies	1,809.65	4,360.00	\$5,800.00
52200 Insurance	8,894.75	12,400.00	\$12,400.00
52250 Telephone	3,556.86	1,350.00	\$1,800.00
52300 Utilities	22,717.27	18,700.00	\$25,000.00
52350 Equipment & Repairs	13,500.20	10,800.00	\$14,400.00
52400 Contract Labor	14,980.00	16,650.00	\$22,200.00
52500 Landscaping	6,161.30	2,727.00	\$3,636.00
52550 Security	6,346.44	6,240.00	\$8,309.00
<b>Total 52000 Building</b>	<b>\$ 87,525.18</b>	<b>\$ 78,427.00</b>	<b>\$100,545.00</b>
<b>53000 Worship</b>	48.65		
<b>53100 Music</b>			
53110 Guest Musicians	1,300.00	1,420.00	\$1,500.00
53120 Music Supplies & Materials		450.00	\$623.00
53190 Miscellaneous	124.45	300.00	\$400.00
<b>Total 53100 Music</b>	<b>\$ 1,424.45</b>	<b>\$ 2,170.00</b>	<b>\$2,523.00</b>
53200 Worship Expenses	787.95	900.00	\$1,200.00
<b>Total 53000 Worship</b>	<b>\$ 2,261.05</b>	<b>\$ 3,070.00</b>	<b>\$3,723.00</b>
<b>53500 Education</b>	-230.00		
53510 Children and Youth RE	6,816.58	5,880.00	\$7,844.00
53520 Adult Religious Education	263.01	420.00	\$500.00



	Actual	3rd Q Budget	FY17/18 Budget
53600 John Learned Library	200.00	150.00	\$200.00
<b>Total 53500 Education</b>	<b>\$ 7,049.59</b>	<b>\$ 6,450.00</b>	<b>\$8,544.00</b>
<b>54000 Membership</b>			
54100 Membership Expense	258.00	520.00	\$700.00
54200 Hospitality	1,244.65	950.00	\$1,250.00
54300 Feasts & Festivals	57.08	200.00	\$250.00
54303 Welcoming Congregation		114.00	\$114.00
54600 Website	227.90	60.00	\$85.00
<b>Total 54000 Membership</b>	<b>\$ 1,787.63</b>	<b>\$ 1,844.00</b>	<b>\$2,399.00</b>
<b>55000 Social Action &amp; Outreach</b>			
<b>55100 Social Responsibility Committee</b>			
55110 Fair Trade Coffee	-284.16	750.00	\$1,000.00
55130 Sandwich-Making	4,131.66	3,375.00	\$4,500.00
55150 SRC--Other	347.93	310.00	\$383.00
<b>Total 55100 Social Responsibility Committee</b>	<b>\$ 4,195.43</b>	<b>\$ 4,435.00</b>	<b>\$5,883.00</b>
55300 Designated Collections	9,325.57	11,300.00	\$14,000.00
55600 Minister's Discretionary Fund		264.00	\$354.00
55610 Green Sanctuary		383.00	\$503.00
55620 Arts Presence	47.89	60.00	\$76.00
55750 Care & Concern Ministry	28.50	225.00	\$300.00
<b>Total 55000 Social Action &amp; Outreach</b>	<b>\$ 13,597.39</b>	<b>\$ 16,667.00</b>	<b>\$21,116.00</b>
<b>56000 Denominational Support</b>			
56050 Partner Church			
<b>Total 56000 Denominational Support</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$447.00</b>
<b>Total Expenses</b>	<b>\$ 373,511.98</b>	<b>\$ 394,217.00</b>	<b>\$520,433.00</b>
<b>Net Operating Income</b>	<b>\$ 11,488.66</b>	<b>(\$788.00)</b>	<b>(\$22,761.00)</b>
<b>Other Expenses</b>			
Other Miscellaneous Expense	375.00		
<b>Total Other Expenses</b>	<b>\$ 375.00</b>	<b>\$ 0.00</b>	
<b>Net Other Income</b>	<b>-\$ 375.00</b>	<b>\$ 0.00</b>	
<b>Net Revenue and Support</b>	<b>\$ 11,113.66</b>	<b>(\$788.00)</b>	<b>(\$22,761.00)</b>

**First Unitarian Church**  
**Balance Sheet**  
As of March 31, 2018

	<b>Total</b>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Bank Accounts</b>	
10000 Cash-Busey Bank	37,525.30
10010 PayPal	0.00
10200 Petty Cash	0.00
Cash-Pulaski Bank	0.00
<b>Total Bank Accounts</b>	<b>\$ 37,525.30</b>
<b>Accounts Receivable</b>	
12000 Accounts Receivable	0.00
<b>Total Accounts Receivable</b>	<b>\$ 0.00</b>
<b>Other Current Assets</b>	
13000 Investments - Unrestricted	0.00
13100 General Fund	211,571.49
13105 Transfers - Unrestricted	-24,181.86
<b>Total 13000 Investments - Unrestricted</b>	<b>\$ 187,389.63</b>
13109 Investments - Restricted	
13110 Endowment Fund	803,869.57
13200 Lewis-Wallis Intern Fund	301,179.26
13300 Clark Fund	127,989.95
13400 CAEF	124,968.49
13500 Dodson Fund - Prin	39,190.68
13520 Dodson Fund - Res	14,171.47
13900 Transfers - Restricted	24,181.86
<b>Total 13109 Investments - Restricted</b>	<b>\$ 1,435,551.28</b>
14000 Treasury Notes	0.00
16000 Employee Loan	0.50
16200 Prepaid Expenses	0.00
16800 Employee Cash Advance	850.00
Undeposited Funds	0.00
<b>Total Other Current Assets</b>	<b>\$ 1,623,791.41</b>
<b>Total Current Assets</b>	<b>\$ 1,661,316.71</b>
<b>Fixed Assets</b>	
17200 Real Estate & Improvements	956,091.09
17300 New Chapel & Improvements	2,376,965.91
<b>Total Fixed Assets</b>	<b>\$ 3,333,057.00</b>
<b>TOTAL ASSETS</b>	<b>\$ 4,994,373.71</b>
<b>LIABILITIES AND EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
Other Current Liabilities	

<b>20100 Payroll Liabilities</b>		0.00
<b>20200 Federal Liabilities Payable</b>		1,348.58
<b>20300 State Withholding Payable</b>		475.00
<b>20400 City Withholding Payable</b>		454.77
<b>Total 20100 Payroll Liabilities</b>	<b>\$</b>	<b>2,278.35</b>
<b>20500 Benefits Liabilities</b>		
<b>20510 Insurance Payable</b>		
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
<b>Total 20510 Insurance Payable</b>	<b>\$</b>	<b>0.00</b>
<b>20530 Retirement--401(a) Payable</b>		-1,096.72
<b>20540 Retirement--401(a) WH Payable</b>		0.00
<b>20550 Retirement--SEP IRA Payable</b>		0.00
<b>Total 20500 Benefits Liabilities</b>	<b>-\$</b>	<b>1,096.72</b>
<b>21000 Other Liabilities</b>		
21010 Due to outside charities		0.00
21090 Miscellaneous liabilities		0.00
21092 A/C Repair Payable		0.00
<b>Total 21000 Other Liabilities</b>	<b>\$</b>	<b>0.00</b>
<b>Direct Deposit Payable</b>		0.00
<b>Payroll Clearing</b>		0.00
<b>Payroll Tax Payable</b>		0.00
<b>Total Other Current Liabilities</b>	<b>\$</b>	<b>1,181.63</b>
<b>Total Current Liabilities</b>	<b>\$</b>	<b>1,181.63</b>
<b>Long-Term Liabilities</b>		
<b>23000 Reserves</b>		
23100 Holt		0.00
23200 Sabbatical		0.00
23300 Capital Maintenance		20,335.19
23310 Windows		30.00
23400 Partner Church		6,599.05
23500 Prepaid Pledges		0.00
23575 Prepaid Contributions		0.00
23600 Intern Fund		3,838.46
23630 Membership Coordinator Fund		9,675.48
25011 Memorial Fund		18,209.50
25012 Special Gifts		10,241.80
25020 Social Responsibility		1,782.38
<b>27000 Other Custodial Accounts</b>		
27005 Auction Items		105.16
27010 Office Equipment Reserve		0.00
27020 Bookstore		1,203.50
27024 Boston Trip Reserve		5,208.84
27030 Piano Reserve		8,221.00

27040 Landscape Reserve	7,500.00
27050 Renovation Reserve	0.00
27060 RE Reserve	8,791.87
27065 Sandwich Making	3,223.16
27067 Trinity Hot Lunch	582.71
27070 Women's Alliance Op Shop	0.00
27080 Caring Ministry Reserve	7,008.96
27090 Keyboard Reserve	456.37
27100 Healthy Congregation Reserve	2,526.48
27110 PR / Marketing	1,308.29
27120 Library	92.74
27130 Men's Wellness Ministry	434.00
<b>Total 27000 Other Custodial Accounts</b>	<b>\$ 46,663.08</b>
<b>Total 23000 Reserves</b>	<b>\$ 117,374.94</b>
<b>Total Long-Term Liabilities</b>	<b>\$ 117,374.94</b>
<b>Total Liabilities</b>	<b>\$ 118,556.57</b>
<b>Equity</b>	
30000 Opening Bal Equity	0.00
<b>33000 Building Fund</b>	
33100 Building	956,091.09
33500 Building Improvements	2,376,965.91
<b>Total 33000 Building Fund</b>	<b>\$ 3,333,057.00</b>
<b>35000 Fund Balances--Restricted</b>	
35110 Endowment Fund	803,869.57
35200 Lewis-Wallis Intern Fund	301,179.26
35300 Clark Fund	127,989.91
35400 Community Action Endowment Fund	124,968.49
35500 Dodson Fund - Prin	39,190.68
35520 Dodson Fund - Res	14,171.47
<b>Total 35000 Fund Balances--Restricted</b>	<b>\$ 1,411,369.38</b>
39000 General Fund--Unrestricted	120,277.10
Net Income	11,113.66
<b>Total Equity</b>	<b>\$ 4,875,817.14</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$ 4,994,373.71</b>

# FINANCE COMMITTEE

SUBMITTED BY STEVE SMIDOWICZ

The Finance Committee for the First Unitarian Church of St Louis has steadily worked to be true to the stewardship of the Church's Financial Resources. The Committee's work has focused on continuing to be more transparent with the church's finances and had a number of objectives to accomplish.

One of our objectives this year was to change the investment model for the church's investment portfolio.

For some time now, the church's investments have been in a number of no load mutual funds.

Due to the implementation of some of the Dodd-Frank rules, to keep our current financial advisor, we needed to move the funds to actively managed funds. The firm we use currently could no longer provide management services for no load funds.

If we stayed with no load funds, we would need someone willing to take on the role that our advisor takes in terms of account management, buying/selling securities as needed.

As part of the decision making process, the committee looked at an analysis of the funds that would best suit our needs.

In the end, we chose funds with performance that mirrored the performance of the funds we have had for the past few years. While the future cannot be predicted, we felt the funds we chose should stay true to that same performance profile.

Another benefit from the funds selected – because of the size of the church portfolio – we did not need to pay any transfer/sales commission. While we do need to pay annual management fees (all funds have them), our fees are relatively minimal.

The bottom line decision is that we judged the benefits of keeping our current portfolio manager outweighed the slight increase in management fees and possible challenges with fund management.

In terms of the overall Portfolio itself, we try to maintain a 70% equity/30% short term fund cash balance, which we deem suitable for long term investments for a not-for-profit entity like First Church.

Another objective accomplished this past year was for the Committee to re-determine the Endowments 'base' amount, i.e. how much has been donated to the fund minus investment growth. This is a key number to track since – as a not for profit organization – while it is not illegal to spend below the historical gift amount of the fund, it is financially not prudent.

We determined that because of the rates of withdrawal to support the operating budget over the years, we were inadvisably close to that amount. Fortunately, the Endowment Fund benefited last year from a substantial bequeathment, which has helped the fund stay about that level.

As a reminder, we plan annually to support the church's operating budget with a withdrawal from the Endowment no greater than 5% of the 13 quarter (end of March for the actual amount) rolling average valuation.

While the Finance Committee would like to see that percentage be lower so we can grow the Endowment for developmental opportunities, we are constrained by the relatively high expenses we incur compared to the pledge revenue we receive.

Other items of note for the actions of the committee:

The committee recommended the \$10,000 search committee expense to come from the Endowment.

The Finance Committee recommends the congregation vote that these funds be taken from the Endowment since it is a non-budget, one time developmental expenditure for the church. Use of the Endowment for developmental purposes of the church is an entirely appropriate use of those funds.

Another objective of the committee was to work more closely this year with the Canvass team, supporting the decision to keep the Canvass to a 4 week window.

Additionally, the committee chair also worked with Jim and Kathy Wire, Kathy Wilke, Rosemary Lawton and Larry Dusenbery to develop the FY18-19 church budget. This year budget is provided with a history of past actual and budgeted amounts. Items to highlight from that the budget developed this year are:

### **Revenue**

CRC building use payments restarted, separated out for better tracking, new use rate applied

FY18-19 Auction planned

FinComm recommends no General Fund transfer

### **Expenses**

Wages reflect new office structure: Office Admin, part time bookkeeper, part time RE Coordinator

Established a \$15/hr. base salary for all hourly employees

Insurance more accurate, still increased minimum \$3600 as expected changes due in September

Canvass expense increased based on FY17-18 experience

Office supplies/expense and Computer increased

Increase in Leadership development expense

Landscaping increased based on current year expenses

Capital Maintenance Reserve - Budget planning decision for token commitment to improve funding of reserve (\$2000)

UUA - recommitting to partial contribution (\$4000) of full \$20984 funding (244 member certification)

The First Church budget for FY18-19, which is a target estimate of our revenue and expenses, once again reflect a year of likely deficit spending.

While we have mechanisms to address the deficits, it is our goal that continued improvement to pledging membership, renewed efforts to increase building use revenue, and close monitoring and management of expenses thru this next year can help minimize the impact of that deficit on our annual budget next year.

# 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 34 compared to 43 last year). Enrollment was 68 (compared to 88 last year). Our drop in numbers is one that the Religious Education Committee is aware of and endeavoring to address.

Members of the **Religious Education Committee are: Todd and Shannon O'Boyle, Jason McLure, Sue Herzberg, Andrea Berin, Grace Munie and Joel Minor. Heidi Meister** stepped down this year after many years of service.

## Worship

A **Message for All Ages is given** at the beginning of the church service. This gives the children a chance to interact with the entire congregation.

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, Friendship with the stories 'The Day the Crayons Quit' and "Frog and Toad — The Letter." Our RE Gardens continue to be a critical focus of many of our Chapels.

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 and Anna Goss (due to low enrollment this class merged with the older pre-school)**  
**PreK & Kindergarten**– *Treasure Hunting and*

various stand alone classes with **Claire Weichselbaum and Michelle Green.**  
**First & Second Grade** – *UU Picture Book* with **Sue Herzberg and Tara Perry**  
**Third & Fourth Grade** – *Timeless Themes* with **Sue Fazio, Molly Koebbe, Jason McLure, and Todd and Shannon O'Boyle**  
**Fifth & Sixth Grade** – *Amazing Grace* with **Kathy and Dan Wilke, Grace Munie and Danielle Kozemczak**  
**Seventh Grade** – *Loadstone* with **Joel Minor and Laurel Heddens and the OWL curriculum with Amanda Kracen and Steve Wilke**  
**Eighth and Ninth Grade Coming of Age Class** with teachers **Sarah Francois and Noah Durham** explored Unitarian Universalist History, Values and Theology. Mentors for the class were: **Jean O'Brien, Betsy Grimm-Howell, Chuck Eby, Andrea Berin, Jerry O'Brien, Steve Wilke, Julie Martin, Bill Drendel and Emily Jaycox..**

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 on the topic of 'Metamorphosis.' In addition, they attended two Youth Conferences in the Region and had several fun social activities. Graduating Youth Group seniors were: **Meredith Grimm-Howell, Daniel Hunter, Max Smidowicz, Emma Stockman, Juliana Vitoff and Hannah Reed-Elliott.. Sara Park, Victoria Bonvento, Meesh Green and Sam Hunt** were the able advisers.

**Summer Religious Education** was held in June, July and August. The Pre-School

**Adult Education** offerings continued to be offered by active groups in the congregation. The **Toward Justice** held many sessions (see report) and the **Welcoming Congregations Committee** held a session on understanding Gender, Identity and Attraction.

Groups of the church are encouraged to participate in the Adult RE program by proposing topics for which they would like to sponsor events.

### **Community, Special Programs and Social Justice**

**Special activities for children and families** included: beginning of the year Card Board Creations (sponsored by the Young Adult Group), Halloween Party, Cornbread Baking Potluck, Nifty Gifty, Easter Egg Hunt, UnFish Fry and a Field Day. In addition, the Boston Trip Group parents sponsored the Trivia night.

**Social Justice** projects included our annual Trick-or-Treat for UNICEF, Guest at Your Table for the Unitarian Universalist Service Committee, Project ARK Toy Collection, sandwich making, canned goods collection and classroom recycling. Social Justice is a continuing theme through out the children's classes.

### **Initiatives**

The Play Area Task Force partnered with the Facilities Committee to hire a landscape architect team to prepare and propose ideas for a play-scape on the Kingshighway side of the building. The exciting plans are in the process of being evaluated.

### **Closing**

The Religious Education support staff, **Augustine Underwood and Rhonda Buegler** continue to be wonderful colleagues who are always flexible and good natured! They offer invaluable support to the program on a weekly basis. Their contributions to the program cannot be measured.

Ministerial support for a Faith Development program is invaluable and I thank

**Rev. Gary James** for his interest and counsel.

I was saddened by the departure of administrator **Yvette Clemons** and wish her the best in future endeavors.

I am finishing my 17th year as the Religious Educator for this congregation and continue to be honored and humbled to serve in this role. As we move forward as a congregation I am looking forward to bringing in new people with fresh perspectives. I am also eager to serve the congregation in a somewhat different role (though similar in many ways) as I begin to take on new endeavors in administration and programs.

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

—Respectfully Submitted,  
Lynn Yarrington Hunt



# MUSIC DIRECTOR'S REPORT

SUBMITTED BY JOEL KNAPP

I am proud and humbled to be associated with the First U Choir. Their commitment is equaled only by their talent. They meet more than any other church group/committee. No doubt they enjoy each other and the time we spend together but, like most people, they are busy with family, work, projects, etc. Still they make time to come, prepare music, and present it to the congregation.

The choir presented two major Sundays. On December 3<sup>rd</sup>, we were able to share Daniel Pinkham's *Sinfonia Sacra* with the help of a professional brass quartet organized by Dr. John Korak, and our own Earl Naylor on organ. On May 13 we will present Schubert's *Mass in G* and Martini's *Domine, ad adjuvandum me festina* with a string quartet. For our other Sundays, we sang a wide variety of music including works in Romanian, Hebrew, English, German, Zambian, and Latin. I continue to search for music that will provide a wide variety of experiences.

On non-choir Sundays we had many church members volunteer to provide special music, including Jeanette Myers, Greg Hoeltzel, Kimberly Perry, Anna Roach, Dwight Homer, Paula Hanssen, Judy Meyer, Carolyn Toft, Yoanna Park-Haynes and her children, and Leah and Aiden. Outside guest musicians included a Counter-tenor, Flute, Trumpet, Violin, and percussion.

Working with Earl Naylor is a pleasure. I hope in the next year we can have the advance time needed to prepare the perfect music that will enhance the sermon.

# ADMINISTRATION

## **Personnel Committee**

In the past year the Personnel Committee has offered support and assistance to our Policy Board president, minister and church staff on issues relating to workplace policy. In November of 2017 Yvette Clemons, who had served as our Church Administrator since 2015 and as our office assistant for several years before that, stepped down. The Policy Board and the Personnel Committee used her departure as an opportunity to reassess the overall needs of the church, looking at how office functions have changed over the years, and to consider how we can reconfigure the church office to serve the congregation and support the many activities of committees more effectively. We will be bringing on some new staff members in 2018, so expect to see a few new faces among church staff and other long-time staff members in different roles. We continue to support our interim minister, Rev. Gary James, in his role as chief of staff and also provide a sounding board for all church staff. Our committee is always looking for new members; I strongly encourage anyone interested in serving on the committee to contact church President Kathy Wire or me for more information

*Submitted by Betsy Grimm-Howell*

## **Communications Task Force**

Last year the Policy Board approved a board liaison position that would provide oversight to various best communication practices. At the same time the Transition Team identified church communications as one of its top areas that needed addressing. A comprehensive list of communication mediums, issues, and opportunities was created and reviewed with the Policy Board and Council. A task force was then formed initially focusing on the regular production of the various communication forms, including, but not limited to the church website.

Guidelines for selected FUCSTL publication submission was created and approved by the

Church Council and Policy Board. Publications included the Order of Service insert and announcements, Weekly E-news, the Website, and Facebook.

The current focus of the task force is to work closely with the Office Administrator in updating the content of our website. Lynn Hunt and Terry Yokota have been working in this area.

The Task Force includes, Larry Dusenbery, Ashley Gray, Lynn Hunt, and Terry Yokota

*Submitted by Larry Dusenbery*

## **Office Reorganization**

*Jim Wire contributed many hours to working in the office and establishing procedures and guidelines for many financial transactions. His efforts have been invaluable and monumental. We are lucky to have had his time, wisdom and knowledge to support our office functions. (Lynn Hunt)*

Unsung heroes of the church office clean up. Most of you know Jim Wire has been in the office for several months cleaning up and getting the bookkeeping work done. You may not know all the First Church members and staff who have contributed to the project. Lori Calcaterra spent several days a week for nearly two months going through contribution statements looking for errors. Jeff Carey dug through 3 years of his old emails confirming stock donations. Kathy Wilke had to spend much more time on Treasurer duties than expected, including monitoring the bank account weekly and times when we needed 3-5 decisions a day on problems. Kathy Wire spent a week triaging the paper piles in the administrator's office and nearly a full day of internet research to get the voice mail system working again. Both Kathys worked to get the church's corporate registration and insurance coverage back in place. Lynn Hunt has taken on substantial extra work;

updating the calendar, web-site, and yellow sheet. Augie Underwood is putting in more hours, helping with bookkeeping and making sure your phone calls & emails are answered. Randy Speck volunteered to complete 2 years of unfiled quarterly city payroll tax reports. And Terry Yakota has been working to clean up the pile of broken links on the web-site.

*Submitted by Jim Wire*

# CHURCH COMMITTEES, GROUPS AND FUNCTIONS PROGRAM COUNCIL ORGANIZATION

## *Finance/Stewardship Cluster*

Finance Committee  
Canvass Committee  
Chalice Lighters  
Fundraising  
Insurance

## *Facilities Work Group-*

Facilities Committee  
Arts & Aesthetics  
Green Sanctuary  
Landscaping Committee  
Greenleaf Garden on Holy Ground  
Safety Task Force

## *Growth & Engagement Cluster*

Care and Concern Committee  
Feasts & Festivals Committee  
Hospitality Committee  
Membership Committee  
Men's Wellness  
Pr/Marketing Committee  
Women's Alliance  
Young Adults Group

## *Programming Cluster-*

Archives  
Clark Lecture Committee  
Covenant Groups  
Denominational Affairs  
ERDE  
Flower Coordinator  
John Learned Book Shop  
John Learned Library  
Lewis Ministerial Intern  
Lifespan Faith Development  
Music  
Ushers  
Worship

## *Outreach and Social*

### *Action-*

First Church Community Fund  
Holy Ground Collaborative  
Partner Church Committee  
Social Responsibility Committee  
UUSC  
Fair Trade Coffee  
Toward Justice  
Welcoming Congregation

Personnel

# *Finance/Stewardship Cluster*

## **Canvass Committee**

### **Canvass 2018-19 “Creating our Future.....Together!”**

The 2018-19 canvass opened with Commitment Sunday, February 25<sup>th</sup> and concluded Sunday, March 25<sup>th</sup>. The canvass had three goals: raise \$396,000 in pledges to ensure a balanced budget, encourage Members and Friends to pledge early and generously and, lastly, fund a search for a settled minister. Canvass promotional materials mailed to all households urged Members and Friends to increase their pledges by 10%, a message reinforced through direct appeals by the Canvass Team and Church Leadership.

By March 30<sup>th</sup> a total of \$352,179, or 89% of the \$396,000 target, was committed from 157 Pledge Units: 132 (84%) Member and 25 (16%) Friend. Initial giving was very strong with pledges during week one evidencing an average of \$3226 per pledge and an average increase of 8.4%.

The majority of pledging happened within the one month canvass window as hoped. As of the May 7<sup>th</sup> date of this report, 174 pledges (144 Member and 29 Friend plus an Alliance pledge) were received totaling \$375,673, well exceeding the \$356,068 in pledges received last year but still approximately \$20,000 short of the canvass goal.. Average pledge per member of \$2117 remained well above the UUA average of \$1500. Pledge data revealed that 50% of pledges increased with 35% of these by 10% or more. Another 31% showed no change from last year and 15% decreased. The Women’s Alliance pledged \$8,500 to the canvass and an anonymous donor pledged \$5,000 in matching funds for a dollar by dollar match. It is hoped that additional pledges will yet be received.

The canvass benefitted from strong support from Church Leadership who set an example by early and generous pledging and aided in outreach to solicit pledges. Staff assistance was essential; Jim Wire provided weekly

reports on canvass progress and Lynn Hunt aided in communicating with membership weekly via the newsletter, web-site and on-line.

The canvass faced significant challenges. It was known at the outset that the \$396,000 canvass goal was aggressive; however, the Canvass Team also knew it was realistic given the expenses connected with running this church and the additional costs of a ministerial search. Also First Church’s canvass history is one of markedly disproportionate pledging. For example, if the canvass total of \$375,673 is divided into quartiles of \$93,918 each, 6 pledging units comprise our first quartile, 16 the second, 30 the third and 121 the fourth. Going forward it is critical to foster a more equitable dispersion of pledges across quartiles to ensure adequate and stable operating revenues.

First Church’s lack of clarity in membership data was also an issue for the canvass. The 174 pledges to date raise the question of whether our reported data of 240 Member/Friend Pledge Units is accurate or if non-returned pledges resulted from unrecognized changes in membership. More work needs to be done in validating membership and possibly in communicating pledging as a responsibility of membership.

In the weeks ahead the Canvass Team will determine what additional follow-up is warranted with members who have not yet pledged. We also encourage Church Leadership to look very hard this next year, concurrent with a search process, at issues related to growing, motivating and retaining membership.

Many thanks to the members of the Canvass Team, the Policy Board, Church Council, First Church Committee Chairs, Church Staff, and volunteer, Jim Wire, for their leadership and support in the work of the canvass.

Respectfully submitted,

Rosemary Lawton, 2018-19 Canvass Team  
Canvass Team Members:

Emily Colton, Sarah Dashner,  
Larry Dusenbery, Joan Kindleberger, Stan  
Lawton, Karen Siegrist, Carole Watson

## **Chalice Lighters**

### Chalice Lighters

The Chalice Lighters (CL) program was founded to harness the energy and resources of Unitarian Universalists within each UUA district to support growth. Grants are made three times a year. Examples of projects include adding professional staff or building or renovating space. Individuals in congregations pledge to support the grants with small donations.

## **Fundraising**

Not active.

## **Insurance Committee**

This year presented some unique challenges for the committee. The church was in the midst of a multi-year policy with GuideOne. In early November, new staff in the office discovered that the policy for property, liability and worker compensation coverage was cancelled in August for non-payment. After some “interesting” discussions with GuideOne and the church’s former broker, we turned to Church Mutual, which had covered the church in the past. New coverage was in place as of November 17, 2017, at a comparable cost for comparable coverage. All of the coverage involved is claims-made, which means that the gap does not present any risks going forward. Fortunately, there weren’t any claims during the gap period.

The church continues to rely on the UUA insurance programs for employee health and other individual forms of coverage for staff.

*Submitted by Kathy Wire*

## **Facilities Work Group**

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, John Cuntz, Vicki Carlson, Karen Siegrist, Green Sanctuary is represented by Lisa Ross as an “at large” member, Lynn Hunt (staff liaison). Dan Franklin (Emeritus member, curates the members Art Gallery). Thanks to the many volunteers who have helped out with various work projects over the year. All committees continuously seek new members.

Still we 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 facilitated/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 the staff’s heroic efforts to keep everything in the building working properly and/or quickly repaired.
- We continue to work in support of the Playground Committee and helped identify landscaping architects to propose harmonious plans for the new playground.
- Completed installation of the new Alarm

System and re-keying of church doors.

- Arranged repairs of office doors after break-in.
  - Arranged work day to clean and address small projects inside the church.
  - Assisted church administrator with various and ongoing repairs (grease traps, boiler, HVAC, alarm system, restroom repairs and upgrades).
- Specified and provided improved wifi service.

Ongoing/Pending projects:

- Continued updating of the Long Term Maintenance Planning Document
  - Repair/replacement of back door behind Fellowship Hall
  - New doorbells for back and front door.
  - 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.

**Facilities projects under consideration and/or anticipated next 1-5 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.

*Respectfully submitted by: Clint Cruse*

## Arts and Aesthetics

Inactive (2017-2018)

## Green Sanctuary

Inactive as a separate group. Concerns are addressed in the Facilities Committee.

## Landscaping Committee

Spring took its sweet time showing up this year, but the gardens are looking really nice. In late March Sue Herzberg's company, Seasons Cycle Landscaping, did a great job clearing away leaves and other winter debris so all of the plantings surrounding the church could really show themselves off.

Our first church gardening day was on April 29<sup>th</sup>. We encourage all church-goers to take part in these gardening days, which happen one Sunday each month in April – October (watch for specific dates in email blasts and the yellow bulletins). We would like to thank everyone who has pitched in to help over the past year, with a special shout-out to the regulars : Jeff Till, Dottie Kinscherf, Alvin Vlietstra, Luke Steffen, Clint Cruse and the Wilke and O'Boyle families.

Last October, a large group of Connie Goss's family and friends gathered to plant a native garden under the large sycamore tree in front of the church. Funding was through Gateway Greening and David Blasingame. On May 6<sup>th</sup>, all were invited to gather after church as we formally dedicated the garden and placed a plaque there in her memory. We hope everyone at First Church will take the chance to sit on the benches and enjoy some time among the native plantings.

We received a Gateway Greening extension grant this year which will provide the funds for material and the labor to rebuild 2 of the compost bins. We will also receive 3 shovels. Most of our yearly budget goes to lawn care and maintaining the irrigation system. We are very grateful for 2 generous donors. Doris Pree continues to help us pay for lawn care and leaf removal. Another donor has funded new trees, and trimming our existing trees.

The current Landscaping Committee is Karen Siegrist, Lisa Ross, and Lisa Cary. We welcome new members and volunteers. Come join us for fellowship in the gardens!

*Submitted by Lisa Cary and Karen Siegrist*

## **Greenleaf Garden on Holy Ground**

The Greenleaf Garden had another successful year, providing hundreds of pounds of fresh organic vegetables to the Trinity Episcopal and 2<sup>nd</sup> Presbyterian food pantries.

An exciting development this year was the beginning of collaboration with the CRC Mitzvah Garden and the Central West End Farm. Central West End Farm volunteers helped us with harvesting, which was much appreciated. In addition, we all worked together on a neighborhood garden party in September, with tours of the gardens and a celebratory barbecue in our own Fellowship Hall. Members of all 3 congregations, as well as the community, attended. We hope to build on this collaboration and community spirit in the coming year.

Thanks to all who helped volunteer in the garden and make it a success.

*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*

## ***Growth and Engagement Cluster***

### **Care and Concerns Committee**

This Committee is chaired by Sue Ashwell and Claire Birge. It is a very active group reaching out to members in need of support, hosting receptions after Memorial Services and other activities.

### **Feasts and Festivals**

Inactive in 2017-2018. Member Reena Chesla oversaw the annual holiday party, Hanging of the Greens, which was well attended and received.

## **Hospitality Committee**

The Hospitality Committee has worked throughout the year to present a pleasant and welcoming Coffee Hour for church members, friends, and visitors on Sundays in Fellowship Hall. The committee supports Sunday Sexton Mary Thompson by ordering and setting out the donuts as well as assisting in resupplying and cleanup. Judy Till and Erin Milligan actively participate in the Hospitality Committee's duties, and additional workers are always welcome!

*Submitted by Betty Neill,*

## **Knitting Ministry**

This group meets once a month for community and knitting! Items made by the group are often donated to members who are ill, new babies, etc.

## **Membership Committee**

This committee was re-organized and became active in the Spring with Sue Fazio as the chair. The group worked on the greeting procedure, name tag updates, and welcoming new members.

## **Men's Wellness Ministry**

The MWM has had a difficult time becoming established in the congregation. I started it in September 2016, but attendance at the monthly support meetings, while strong at first, fell off by the following spring. It didn't help that my own physical health encountered a number of serious crises; I'm hoping that my recovery has begun to be more stabilized again, and I will be able to again implement some programs, for men in the First Unitarian congregation, with outreach to men in the other HGC congregations. And I hope to show some films that display some of the issues faced by male youth and adults, over the next church year, with discussions to follow.

*Submitted by Donald Jeffries*



## **PR/Marketing Committee**

In addition to our “The Search Is The Answer” banner that is on the fence in front of the congregation, we periodically set up a table in Fellowship Hall to sell t-shirts, sweatshirts, caps, backpacks, cloth grocery bags, and mugs with the ‘branded’ First Unitarian logo and slogan on them. We hope, someday [when we find a graphic artist who can assist us], to have license plate frames with the church logo and slogan. Sales tend to be slow during the year, but pick up each year near the time of the St. Louis Pride Parade, when First Unitarian members like to take an active role in the event, proudly wearing their FUUSTL t-shirts.

*Submitted by Donald B. Jeffries*

## **Women’s Alliance**

The Woman's Alliance is open to and warmly welcomes all women of the church who are interested in our mission of providing fellowship, informative/educational programs, and monetary contributions to our church and other charitable groups. We also award an annual scholarship to a woman who is a member or friend of our denomination and who is pursuing higher education. In addition to our church, donations have included Planned Parenthood, Gateway 180, Nurses for Newborns, South Side Early Learning Center, Habitat for Humanity, and several others. Members may suggest other deserving groups to be considered for Alliance support. Another activity is the Opportunity Shop, operated mainly by Helen Cadoret and Judi Crouch. The “Op Shop” generates funds which are given to various good causes.

We meet on the second and fourth Tuesdays of the month (September through May; one meeting in December) at noon for a bring-your-own lunch. Coffee and dessert are provided by members. An interesting program lasting about an hour begins at 1 p.m. with time for questions/discussion. In addition, a business meeting is held at 11 a.m. on the 2nd Tuesday and is open to all members. We have had many fascinating and well-received programs, some of which were given

by church members as well as Alliance members. Presenters have included Rev. James, Kathy Wire, Dr. Stan Birge, Esley Hamilton, Tom Archer, Julie Martin, Emily Jaycox, Carole Watson, Sue Ashwell, Gwenne Hickman, Melanie and Tony Fathman and Pam Gempel. During the summer, we meet once a month for lunch at a restaurant or another fun outing.

The Women's Alliance scholarship (\$3000 this year) is largely funded by a bequest from Edna Landzettel. and donations are gratefully accepted. At this writing, two applications are pending, and a decision will be finalized this spring.

Alliance officers are as follows: President--Dori Miller; Vice President--Judy Till; Treasurer--Judi Crouch; Secretary--Susan Knoll; Finance Chair--Lori Calcaterra; Program Chair --Jeanette Myers; and Churchship--Judy Till.

*Submitted by Dori Miller*

## **Young Adults group**

Greetings from the First U Young Adults Group! We are a bunch of 20- and 30-somethings who gather to connect, reflect, be of service, and have fun! In the past year, we've continued some traditions and had some exciting new adventures. A few highlights include...

~ Leading a Sunday service titled "Welcome Here" which included music, poetry, and a sermon all written by young adults in our community

~ Creating the church's Pride Parade float with the Welcoming Congregations Committee and enjoying a pool party graciously hosted by Tony and Melanie Fathman

~ Organizing a school supply drive and the first (hopefully annual!) Cardboard Play Day in partnership with the RE program

~ Several hikes and camping trips, including a visit to the Endangered Wolf Sanctuary

~ Hosting our annual "Friendsgiving" potluck in November for over 20 young adults

~ Purchasing holiday gifts and necessities for not one but TWO families this year through the 100 Neediest Cases program (thanks to everyone who contributed!)

~ Planning a Young Adult OWL workshop series in partnership with the Eliot Chapel Young Adults Group

~ Continuing our monthly vespers services, with topics ranging from "The Nature of Time" to "The Importance of Play"

~ Reaching 100 "likes" on our Facebook page!  
~ Celebrating milestones in the lives of our community members - PhD defenses, new babies, and saying farewell to several beloved friends who moved away in the past year.

Young adults also taught in the RE program, sang in the choir, served on several church committees, volunteered at numerous dinners and events, performed at the Feel the Love Coffeehouse, baked pumpkin bread for the Care & Concerns Committee, and more! In addition, several young adults were involved in launching the new Fellowship Fridays program, a monthly lay-led service for all ages.

Right now we are busy getting ready for our trip to General Assembly this June, having applied for and received generous travel grants from the UUA. We also look forward to leading upcoming Fellowship Friday services and a Sunday service later this summer. As usual, we encourage everyone to stop by our table at coffee hour and say hello - we would love to chat with you!

*Submitted by Claire Weichselbaum*

## ***Programming Cluster***

### **Archives Committee**

The church maintains its archives and periodically receives requests for information from them.

### **Clark Lecture Committee**

The Clark Lecture Committee serves to bring at least one speaker a year to the church as a tribute to past minister Thaddeus Clark. This living memorial to Dr. Clark strives to bring outstanding leaders of opinion, thought and creativity to the St. Louis community.

Members of the Clark Lecture Committee this year are Melanie Fathman, Esley Hamilton, Terry Yokota, Dan Franklin, Carolyn Toft and John Knoll, Chair. Rev. Gary James serves on the committee ex-officio.

The Clark Lecture Committee chose to have a two-week celebration to commemorate the 100<sup>th</sup> anniversary of our church building designed by famed St. Louis architect William Ittner. The first week on November 5 featured a service with sermon and readings honoring the history of First Unitarian and its 1917 work of seminal architecture designed by William Ittner. Ittner was a member of the congregation of the Church of the Unity as well as a Board member.

The Members & Friends Art Gallery in Fellowship Hall featured an exhibit focusing on the centennial of our church building. The exhibit illustrated and detailed the six Unitarian churches in St. Louis through 1917; the founding of the Church of the Unity and its two buildings and architects; the consolidation of the Church of the Messiah and the Church of the Unity in 1938; and the renovations and additions to our Waterman church building designed by William Ittner, which was the second Church of the Unity when it was built in 1917.

The second week of the celebration looked towards the future of First Unitarian and the city of St. Louis. The Clark Lecture was delivered by the Honorable Heather Navarro, alderwoman and Executive Director of the Missouri Coalition for the Environment. Her presentation "Serving a City at the Confluence" looked at the past and towards the future for our church neighborhood, our city and our planet.

*Submitted by John Knoll*

## **Covenant Groups**

Covenant Groups continue to serve as an important element of church programming which allow small groups of people to explore major life questions. The process of deep listening allows people to get to know one another on a deeper level. Facilitators this year were: George Grimm-Howell (taking over for Meghan Garvey) - LGBTQ group, Emily and Jeremy Colton—General Interest Group; Reena Chesla and Stan Veyhl — General Interest Group; Dan Franklin and Terry Yokota — General Interest Group; Victoria Bonvento — Young Adult Group; and Shawn Stacey (taking over for Susan Knoll) — Metaphysics group.

The program will have a facilitator training in the summer and plans to hold another recruitment and sign-up session in the Fall.

*Submitted by Lynn Yarrington Hunt*

## **Denominational Affairs**

### **Committee**

Inactive 2017-2018.

### **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. We also offered a Friday Fellowship Vespers Service for Earth Day, which included our annual May Pole dance for Beltane. All of our rituals are created by our group, drawing from a variety of sources, including Pagan and Native American, and are family friendly and participatory.

This year we began having regular monthly meetings, the 4<sup>th</sup> Sunday of the month after church service. This enabled us to explore Earth-based spirituality more deeply, and to begin to do some energy work. We also were thrilled to welcome several new members.

Some examples of this year's rituals include:

This year for Samhain (pronounced "Sah-wain) we explored spirit animals. The weekend prior to the ritual, we went on a meditative hike in Castlewood park, in order to find and connect with our individual spirit animals. During the evening service the following week, we learned about the history of spirit animals in different cultures and shared our spirit animal stories.

Our winter solstice theme was "the work that goes on underneath" while the ground lies fallow. For the ritual, we planted seeds while sharing our intention of what we wanted to break down, nourish, grow, protect, and rebuild during the time of darkness. We ended with a passing of the light ceremony to symbolize sharing the light within each of us in order to transform the darkness. We each held a candle and passed the flame from one to the other, then processed to the courtyard where we lit a fire with our candles, followed by a drum circle.

For spring equinox, we honored the transformation and sprouting of life in the spring. Our ritual involved writing an intention on a paper flower, folding it up, and then dropping it in water to watch it unfold and blossom. We ended the celebration by dancing to "Here Comes the Sun."

For Earth Day, we celebrated the interdependent web of life. We included a story about bees followed by a honey communion, and a ritual of weaving items from nature into an web of connectedness.

As always, it has been a true joy working with our group. We look forward to the coming year and all of its cycles!

*Submitted by Lisa Ross*

### **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**

The First U Bookshop continues to offer, at reasonable prices, donated items such as books, music CDs, and videos, most of which are priced in the range of 25 cents to \$1, with a few exceptional items priced higher. The money from such sales goes directly toward the operating expenses of the church.

*Submitted by George Matusek*

### **John Learned Library**

Between May 1, 2017 and April 30, 2018, the Library Committee purchased 11 books and accepted 1 book into the collection as a donation. This year, the committee's reduced budget allocation has been supplemented by private financial donations. The committee maintains a list of books to add to the collection as funds become available.

Thanks to a significant gift by Esley Hamilton, the plaster bust of John Calvin Learned, displayed in the southwest corner of the library, has been restored. The Library Committee is very grateful to Esley for making arrangements with Wollenberg Building Conservation for the restoration.

The library collection is available for browsing online at [www.firstuustlouis.org/learning/john-learned-library](http://www.firstuustlouis.org/learning/john-learned-library). Books can be searched by title, author, publisher, subject area, and key word. Members of the Library Committee in 2017-2018: Sarah Dashner, Dottie Kinscherf, Dori Miller, Joel Minor, Woody Sullivan, and Terry Yokota.

*Submitted by Terry Yokota, Chairperson*

### **Lewis Ministerial Internship**

Inactive 2017-2018.

### **Lifespan Faith Development**

See Religious Educator's Report

### **Music Committee**

The Music Committee recently re-grouped and reconvened following the move of our esteemed chair, Julie Keller, to Ohio. Committee members are Bill Drendel, Pam Geppert, Greg Hoeltzel, Dwight Homer, Judy Meyer (chair), and Carolyn Toft. Ex-officio members are Joel Knapp, John Knoll, and Earl Naylor. We will follow the mission developed by an earlier chair, George Grimm-Howell: S. O. N. G. That is, Support our staff; Own quality standards; Nurture our community; and Guard our infrastructure. We would welcome volunteers to join our committee. If you have an interest in the music program of First Unitarian, please contact one of us. If you would like a detailed copy of our mission, e-mail

Judy Meyer: [judithkmeyer@yahoo.com](mailto:judithkmeyer@yahoo.com)

*Submitted by Judy Meyer*

### **Ushers**

Our dedicated ushers rotate set weeks in the month. This year's team was: Gwen & Joel Hickman, Cathy & Bob Reszinski, Jim Marks & Tom Cradock, Margaret Weck & Jamie Laing, and Lori Calcaterra & Roy Taylor.

### **Worship Committee**

See Minister's Report

## *Outreach and Social Action*

### **First Church Community Fund**

In May 2017 the name of the Community Action Endowment Fund (CAEF) was formally changed (with the knowledge and blessing of the Shuter family) to the First Church Community Fund (FCCF). The name change was made to more clearly indicate the purpose of the fund and to more directly tie the fund to the First Unitarian Church of St. Louis. Although the name has changed the work remains true to the vision of the founder, Renni Shuter. This restricted fund still uses its interest proceeds to provide small grants to a variety of direct service and social action agencies and other projects that serve our community. A primary intent is for the FCCF to be 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 to provide modest funds that can really help a small organization expand their program offerings.

Requests for proposals were sent out in August 2017 to the mailing list of over 90 local organizations, and eighteen grant proposals were received in late October 2017 representing a total request of \$ 8,000. This year's drawdown of 5% of the 13 quarter rolling average of the balance in the fund, had been bolstered by a sizable 2017 donation from the Shuter Family. As a result the committee had \$4,600 available to distribute this year, which represented a \$1,600 increase over the previous cycle. All of the proposals were reviewed by the committee on November 1, 2017 and ten organizations were selected to receive funding this cycle: Annie Malone, Cornerstone Center for Early Learning, Food Outreach, Gitana, Lift for Life Gym, Neighborhood Houses – Girls Moving Up Program, Prison Performing Arts, SAGE of PROMO Fund, Trinity Hot Lunch Program, and the Walker Scottish Rite Clinic for Childhood Language Disorders. The average grant size this cycle

was \$460.00 with no individual successful grant being for less than \$ 400 or more than \$500. Only one proposal was funded for less than the full amount requested in the grant proposal. The awards were announced and checks distributed in person to representatives from each organization during the Sunday Service on December 17, 2017.

The primary fund raising event for the FCCF is an annual dinner, which this cycle returned to the Sunday of the Martin Luther King, Jr. holiday weekend, January 14, 2018. This year's theme was, *Sustaining a Viable Community*. Thirty-one people attended the dinner and bought chances for the cake/pie raffle. Five other people donated to the fund at the time of the dinner but were not able to attend. Total proceeds from the dinner and raffle this year were just over \$1,500.00 which has all gone into the fund to help off-set the withdrawals from this cycles' grants. The next cycle will begin again late in the summer of 2018.

The members of the FCCF committee for 2017-18 were: Margaret Weck (chair), Reena Chesla, Kay Dusenbery, Donald Jeffries, Charlie Kindleberger, Rosemary Lawton, and Laura Zacher. Representatives of the Shuter Family: Beth Herbster, and Dale Shuter

Submitted by Margaret Weck

### **Holy Ground Collaborative**

In 2017, we worked with the Church Council in order to initiate a new program in coordination with the 5 other local places of worship that make up the Holy Ground Collaborative. Working with the Justine Peterson Small Loan Program, the Collaborative has agreed to make small, no interest loans (maximum of \$500) to individuals live in the 3 wards that it serves, and meet certain basic criteria. The Social Responsibility Committee provided \$3000 for the loan fund, and a small number of volunteers able to work with a loan recipient on budgeting, banking and other life skills [Charles Kindleburger and Larry Dusenbery

are to be thanked for their participation with that part of the Program]. As of March 2018, the Small Loan Program had a total of \$33,000 in assets to loan to community members in three designated zip code areas of St. Louis [which primarily focus on the area north of Delmar].

The HGC congregations provide hot food lunches to the Trinity Food Pantry once a month, on a rotating basis (which comes out to each congregation providing the meal 2 or 3 times each year). In the last several years, Lynn Hunt and the RE program students have provided the labor for preparation and serving of those meals during the church year [September – May], and Lynn, Tom & Donald have cobbled together a work crew for the meal when our ‘turn’ occurred during the summer months.

For the last several years, Tom Craddock has organized a once-a-year HGC Food Drive, which is held at the Richmond Heights Schnucks store. Shoppers are given a list of food items which are recommended as donations, as they enter the store, and donations are collected upon their exit. The HGC Food Drive is organized through the auspices of the St. Louis Food Bank: the Food Bank receives ‘credit’ for the donations made, but all the items are given directly to the Food Pantries sponsored by the HGC congregations. This year, the Food Drive will be occurring in May.

The Collaborative also organizes an annual HGC Concert each year, which is held at the First Church of Christ, Scientist. Each member congregation is encouraged to provide at least one performer or chorus to the concert.

*Submitted by Donald Jeffries*

### **Partner Church Committee**

Current committee members are: Claire Birge, Stan Birge (Treasurer), Judith Crouch, Tom Crouch (Former Chair), Peggy Feinberg, Jeanne Morrel Franklin, Betsey Grimm-Howell, George Grimm-Howell, Gwenne Hickman, Erin Milligan, Alyssa Morrison

(New Co-Chair), Mike Nolan, Kimberly Perry (New Co-Chair), Carole Watson, John Watson and Laura Zacher. Many thanks to Tom Crouch for his excellent leadership of the committee for the past several years.

This year has been a busy one for the Partner Church (PC) Committee. The church’s brochure describing the PC program and activities was updated and distributed.

In October, our committee hosted UUPCC (UU Partner Church Council) board members during their annual meeting. We are very fortunate that the UUPCC is located in St. Louis, since it conveniently provides so much expertise.

We held several successful fund raising events during the year, including our holiday bake sale in December, designated collections in the Fall and Spring, and our dinner/program in January. The last was part of “Partner Church Week” in late January 2018. The week’s programming was intended to publicize, educate, and encourage greater involvement by the entire First Church community in our partner church program. Rev. Roger Bertschausen, Executive Director of the UUPCC, preached at the PC Sunday worship service at the start of the week on the 450th anniversary of the Torda Edict, which proclaimed religious liberty in Transylvania. The theme of the Saturday night PC Dinner was “Fostering Friendship Face-to-Face” and featured church members’ experiences with their host families during trips to Csokfalva. The committee is grateful to have also received funding from the church’s Women’s Alliance.

Members of the PC committee have been coordinating with the UUPCC travel group for a Fall 2018 trip to Transylvania and Csokfalva. Outreach publicity and education has been done to encourage church members to take advantages of this opportunity. There have also been efforts to plan a visit of Csokfalva’s pastor plus the board president and his wife to St. Louis in the next few years.

The committee was recently informed by the UUPCC that long-time church and committee member and former chair Carole Watson has been selected to receive a “Stewards of Partnership Award” at the UUPCC Luncheon, to be held as part of the 2018 UUA Annual Meeting. This is well-deserved recognition of her commitment and enthusiastic service to our local program and the strong ties between us and our Csokfalva partners.

Funds raised by the committee supported student scholarships for Csokfalva church youth to attend a Unitarian High School in a nearby town (4 students) and the Unitarian Seminary (1 student) in Kolozsvár. Another ongoing expense is providing a supplement to our partner church pastor Lorant Tokes’ meager salary. The PC committee funds were also used to pay dues to the UUPCC. Some of the funds raised at the bake sale and dinner will be used to help support travel between our church and partner church.

Goals for the future include: 1) continuing our ongoing financial support of scholarships and ministerial salary supplement, 2) providing financial assistance to increase travel from both First Church to Transylvania and Csokfalva to St. Louis, and 3) exploring opportunities to increase communication between our congregations.

*Submitted by Kimberly Perry and Alyssa Morrison*

### **Social Responsibility Committee**

The Social Responsibility Committee promotes social projects on behalf of the Church. Last year it began to consider what social action themes might be emphasized by the Church as part of the Long Range plan. We have continued to support two of our traditional tasks – that of requesting and coordinating nominations for non-profits to receive our Sunday collection on a bi-monthly basis, and that of working with George & Christine Sessen on the Sandwich-Making Project.

We schedule 2 nonprofits/programs a month to receive donations from congregational

members [September through May], with 3 nonprofits receiving the Christmas services collection, and 1 program a month [on two Sundays] during the summer services, given the smaller number of attendees. It works out to 22 community nonprofits a year.

Members of the congregation are invited, each year, to submit nominations for nonprofits to receive those Designated Collections, with a specified deadline for nominations. Then the SRC reviews the nominations, and decides both which will be considered for the year (if there are more than 22 nominations) and which month/Sunday service to set aside for each nonprofit, scheduling the whole year at one meeting.

For the Sandwich-Making Program, George Sessen has described the approximately 320 sandwiches that are produced every two weeks – around 100 go to Gateway 180, 70 to Karen House (except during the holidays when they receive a lot from others), 100 to the Biddle Housing Opportunity Center, and 50 to volunteers, like the Potbankerz, who distribute sandwiches on the street. Gloves, hats and other things are also occasionally distributed. This program operates with money in the Church budget, as well as designated collections.

The SRC also encourages the congregational members to donate canned and packaged foods, plus personal care items & toiletries, to the Trinity Food Pantry. They are in need of food for needy and homeless families year around. Those donations can be placed on the shelves in the Ramp Room, between the foyer and the Fellowship Hall. Once a month, Donald Jeffries and Linda Fiehler gather the donations and take them to the Trinity Food Pantry.

Additionally, the SRC sponsors letter writing initiatives to Congress and the Missouri Legislature, in response to issues that arise that we feel need our attention and advocacy.

The active members of the SRC are: Donald Jeffries, Rosemary Lawton, Charles Kindleburger, Susan Kelley, George Sessen, and Kimberly Perry. We are always open to having more members join the committee, and welcome anyone who is willing to become active and take over the role of Chair (which Donald has held for 5+ years and is more than willing to relinquish).

*Submitted by Donald Jeffries*

### **Sandwich Making**

This year, the Sunday sandwich makers met on the second and fourth Sunday of each month to produce an average of 320 sandwiches per meeting. 200 to 250 of these sandwiches are bagged along with a bag of chips, a pouch of fruit snacks, a napkin, a bottle of water, and individual sachets of mayonnaise and mustard. Seasonally, (and as the budget allows), we add fresh fruits, protein bars, hand-warmers, gloves, knit hats, or extra water bottles to try to meet the ever shifting needs of our most vulnerable brothers and sisters. Bagged lunches are packed 24 to a box and delivered to shelters that distribute them to anyone who knocks on the door looking for food. In the summer, 96 lunches are distributed bimonthly directly to people on the streets by volunteers from St. Louis Homeless Winter Outreach.

Our future goals include an increase in the calorie and macronutrient count of the lunches, and further cost-savings without negatively impacting the quality of the lunches produced. Our ambition is to continue to seek out those who can effectually distribute the lunches to those in greatest need.

*Submitted by George Sessen*

### **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 and members attend programs that are offered throughout the metropolitan area.

Our activities for the year included:

- Black Lives Witnessing after Church
- Serving as a Sanctuary site during the protests after the Jason Stockley verdict
- Presenting White Supremacy Teach-In
- Presented a discussion of the film “I am Not Your Negro”
- Presented book discussion of “What Does it Mean to be White”
- Sent letters about the NAACP Travel Advisory in MO and about requesting clarification on the city’s policies towards undocumented peoples
- Participated in the CLEAN MO and Raise the Age Campaigns
- Supported Metropolitan Congregations United School to Prison Pipeline reform campaign
- Presented a forum by ‘Moms Demand Gun Action’

Active members in the group are: Susan Lammert, Cathy Rauch, Lisa Ross and Margaret Weck.

*Submitted by Lynn Yarrington Hunt*

### **UUSC**

The Unitarian Universalist Service Committee (UUSC) has been supporting human rights and social justice projects all around the world for over seventy years. The following First Church projects supported the UUSC during this church year:

- Guest At Your Table Boxes were distributed to the congregation. A total of \$280 was raised from the boxes plus a designated collection and sent to the UUSC. Members of the 5th & 6th grade class made an effective presentation when the boxes were distributed.
- • The Fair Trade Coffee Project at First Church 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. At First Church, sales of Fair Trade products totaled \$4261.00 in the past year (5/1/17 through 4/30/18), providing support to small farmers around the world (Terry Yokota, Dan Franklin, and Susan Mueller).

*Submitted by Kimberly Perry*

### **Welcoming Congregation**

The mission of the welcoming congregation committee is to ensure a safe and nurturing environment for LGBTQ people. Current members of our committee include: Ashley Gray, Michelle Green, Jess Green, Betsy Grimm-Howell, George Grimm-Howell (chair), and Hannah McIntyre. Meghan Garvey also served on the committee before they relocated during the church year.

Key activities during the year began with the gender identity workshop held in January, which was an adult RE event. Next was the annual Feel the Love Coffee House in February, which is a unique all-church event providing an intimate, LGBTQ-friendly setting to share our talents with each other in celebration of human love in all its forms. Finally, the committee will be active in promoting First Church's participation in St Louis Pride in late June 2018.

The committee welcomes new members, whether allies or LGBTQ friends and members.

*Submitted by George Grimm-Howell*