



# Crossing Over to Our Future

**ANNUAL REPORT 2019**  
FIRST UNITARIAN CHURCH OF ST. LOUIS

# FIRST UNITARIAN CHURCH OF ST. LOUIS

## 2019 ANNUAL REPORT

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## **2018-2019 ANNUAL MEETING AGENDA**

**SUNDAY, MAY 19, 2019 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 2018 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>Charlie Kindleberger</b>
<b>Recognition of the Transition Team</b>	<b>r</b>
<b>To consider and vote upon a proposed amendment to the Bylaws regarding Associate Membership</b>	<b>Kathy Wire, President</b>
<b>To consider and vote upon the slate for the Policy Board and Church Council.</b>	<b>John Knoll, Chair, Nominating Committee</b>
<b>Continue congregational support for the Ministerial Search Committee and discussion of next steps, including procedure.</b>	<b>Search Committee and Kathy Wire, President</b>
<b>Church Treasurer's Report and Budget Presentation</b>	<b>Kathy Wilke, Treasurer Steve Smidowicz, Finance Committee</b>
<b>Present Fathman and Ross Awards</b>	<b>Kathy Wire, President</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 2017-2018 ANNUAL MEETING  
 OF FIRST UNITARIAN CHURCH OF ST. LOUIS, MISSOURI  
 AND FIRST UNITARIAN CHURCH OF ST. LOUIS, A CORPORATION  
 SUNDAY, MAY 20, 2018

\*A quorum was met\*

Meeting called to order at 11:43 am by  
 Kathy Wire

George Grimm-Howell approved by the  
 congregation as the moderator for the  
 annual meeting

Rev. Gary James gave the opening  
 words

Carole Watson read the Congregational  
 Covenant

Erin Milligan presented the Minutes of  
 the 2016-2017, which were approved  
 Margaret Weck noted an error,  
 that church membership had  
 been omitted from the 2017  
 Meeting Minutes.

Erin indicated that she would  
 investigate this error, deter-  
 mine the correct church  
 membership at the time of the  
 2017 Annual Meeting, and  
 respond accordingly.

President's Report – Kathy Wire

Kathy Wire presented on the improved  
 functionality of the Church Office,  
 tax delinquency was remedied, insur-  
 ance restored

Thank you to volunteers and  
 office staff who have given  
 their time and worked hard  
 through these issues

Search Committee has been assembled  
 and will be moving forward.

Church governance structure is a work-  
 in-progress.

Young Adult group is very active, seven

of them will be attending the General  
 Assembly in Kansas City this year,  
 and YA's are members of the Search  
 Committee

Church leadership (Church Council,  
 Policy Board, Transition Team and  
 Rev. Gary James) will be meeting  
 shortly to set goals for our church  
 transition

Upcoming improvements to Nominating  
 Committee, will work throughout the  
 year

Intention to improve the breadth and  
 depth of all parts of our community,  
 so that we are ready to welcome our  
 new settled minister

Two major issues with money and  
 membership, broadly

Kathy indicated that this will be a year  
 full of volunteer energy, that the  
 health of the church will depend on  
 stepping up to accommodate those  
 members that will be active on the  
 Search Committee

Minister's Report – Rev. Gary James

Provided a summary of the work done in  
 the last year, intentions in the  
 coming year

Discussed the work of the Transition  
 Team

Reiterated that the governance structure  
 is an ongoing concern and is being  
 addressed

Thanked Jim Wire for his assistance  
 with the office improvement process

Recommendation that we have a Leader-  
 ship Development Program.

Noted that we lost our Membership Coordinator, Dan Livengood, this past year

Thanked those who have served in church leadership

Thanked John Knoll who has been on the Worship Arts Committee, and who will now be a member of the search committee

Thanked Tony Fathman, Ronan Wallace and Larry Dusenbery for their work on the Board, as outgoing Board members

Thanked Charlie Kindleberger and Carole Watson for their work on the Church Council, as outgoing Council members

community around mission and common purpose, 3) financial insecurity and membership growth rate, and 4) issues of transparency and quality of communication

Developed goals of transition and held Fireside Chats

Presented current draft of the Transition Plan Timeline, with recommendations/ next steps

Team will aim to keep facilitating these conversations among the congregation, will attend leadership meeting that occurs this summer

Recognized Judy Meyer, Todd O'Boyle, Jeff Cary, Ashley Gray, Chuck Eby, Gary James

#### Church Council Report – Carole Watson

Thanked everyone for their work on the Church Council

Thanked all of the cluster chairs – Gary James, Lynn Hunt, Charlie Kindleberger, George Sessen, Clint Cruse, Victoria Bonvento, and Sue Fazio.

Described the work of the Church Council, administering the daily functioning of the church and managing the church calendar.

Wished Charlie Kindleberger good luck as he takes over this responsibility.

Thanked Steven Smidowicz for all of his work on the Finance Cluster

#### Treasurer's Report – Kathy Wilke

Provided some background on the costs of the Ministerial Search and estimates that we will spend approximately \$10,000

Discussed importance of the Church Endowment, which is presently \$800,000

Previous agreement that up to 5% can be taken annually without a vote of the church

Presented that we take \$10,000 from the endowment to cover costs of Ministerial Search

A motion was made and a discussion ensued

Steve Smidowicz noted that this is a one-time expenditure, and supports this decision

Reiterated that this is a one-time developmental expense, even though this is contrary to how we usually use the endowment.

The congregation approved this with a vote, one opposed.

#### Transition Team Report – Margaret Weck

Team originally formed in November of 2016

Started the process of thinking about who we are as a congregation and who we want to be, what kind of settled minister we want to have

Emergent concerns include 1) issues of inclusion and diversity, 2) building

Slate of Candidates – Kathy Wire

Kathy Wire presented the slate of officers for Joan Kindleberger:  
Jacy Carpenter – Policy Board Trustee  
Molly Oksner – Policy Board Trustee  
Karen Siegrest – Policy Board Trustee (affirm appointment to fill an unexpired term)  
Andrea Bering – Policy Board Trustee (affirm appointment to fill an unexpired term)  
Charlie Kindleberger – Church Council Chair  
George Sessen – Church Council Social Responsibility  
Sue Fazion - Church Council - Outreach and Engagement (affirm appointment to fill an unexpired term)

Amended to include Joel Minor - Policy Board Trustee (affirm appointment to fill an unexpired term)

Motion to propose the amended slate, passed.

Motion to accept the slate, passed.

Support of George Grimm-Howell, Seminary Candidate – Kathy Wire

Statement of congregational sponsorship of George Grimm-Howell, presently in seminary

Noted that the Board has previously voted on this and approved

Kathy asked that the congregation support George, approved with applause

Congregation Support for Ministerial Search Committee – Kathy Wire

Kathy recognized Larry Dusenbery, John Knoll, Ashley Gray, Cathy Rauch, Amanda Kracen, Claire Weichselbaum, and Lisa Ross as members of the Search Committee and acknowledged their upcoming hard work and dedication

Treasurer’s Report/ Budget – Kathy Wilke & Steve Smidowicz

Indicated that we’re collecting less money, but have scaled back the budget

Acknowledgment of Jim Wire for his assistance

Fiscal year ends on June 30<sup>th</sup>, asked for any outstanding pledge money by that date

Provided an explanation of the spreadsheets, how they should be interpreted

Announced that \$5,000 Challenge Match has been met, \$378,000 collected in revenue

High confidence in the accuracy of the budget numbers, reviewed with Board and Council

Recognized the generous contribution of the Women’s Alliance

Suggestions that we do a better job of renting out our facility moving forward

Indicated that another auction will be held this year, anticipate approximately \$15,000, which has been built into the budget

Wages raised for office staff, reflected in the budget, the congregation applauded

Kathy Wire noted that as we did not support the UUA in 2017-2018 year, \$4,000 has been allotted for this year which will allow delegates to vote at the General Assembly

Unable to make a full contribution at this time  
(Approximately \$21,000)

Discussion about Budget Oversight at the completion of Jim Wire’s work  
Board had funding for a bookkeeper, roles will be

defined among Board/  
Treasurer  
Vote to accept the Treasurer's Report –  
approved.

Kathy Acknowledged Outgoing Church  
Leaders

Acknowledged Tony Fathman, Ronan  
Wallace, Larry Dusenbery, and  
Carole Watson  
Kathy thanked all members of the Board

Gary James and Lynn Hunt Thanked  
Jim Wire

Thanked for his hard work and dedica-  
tion to the Office Improvement  
Project  
Standing ovation for Jim Wire  
Jim spoke to the congregation and  
thanked those who stepped up and  
provided assistance  
Lori Calcaterra, Kathy Wilke, Jeff Cary,  
Randy Speck, Lynn Hunt, Kathy  
Wire, Augustine Underwood

Gary Asked the Leaders to Stand  
Gary offered a benediction and blessing  
to those that are serving in the up-  
coming year  
Lynn Hunt recognized as new church  
administrator

**The Annual Meeting was adjourned at  
1:27pm.**

**POLICY BOARD ROSTER  
2018-2019**

**Church Officers**

**Kathy Wire** ..... Church President  
**Sarah Dashner** ..... Vice President  
**Erin Milligan**..... Secretary  
**Kathy Wilke**..... Treasurer

**POLICY BOARD MEMBERS**

**Joan Kindleberger (2019)**  
**Andrea Berin (2020)**  
**Karen Siegrist (2020)**  
**Joel Minor(2021)**  
**Jacy Carpenter (resigned)**  
**Molly Oksner (resigned)**



**CHURCH COUNCIL ROSTER  
2018-2019**

**CHURCH COUNCIL MEMBERS**

**Charlie Kindleberger (2019)**

**Church Council Chair**

**George Sessen (2021)**

**Outreach and Social Action Cluster**

**Clint Cruse (2019)**

**Facilities Cluster**

**Sue Fazio (2020)**

**Outreach and Engagement Cluster**

**Steve Smidowicz (2019)**

**Finance Cluster**

**Rev. Gary James**

**Programming Cluster**

# MINISTER'S REPORT

**In the Interim Minister's Annual Report for 2017 – 2018 the following goals were identified for 2018 - 2019:**

**1) A goal for the 2018 – 2019 church year was to implement a church wide planning and assessment process that would require annual goal setting on the part of all church leaders and their committees, including the Policy Board and Program Council, as well as the Minister and staff.**

This was a recommendation by both the Transition Team and the Interim Minister which was shared with the Executive Committee (Policy Board President, Vice President, Council Chair, Minister) on numerous occasions. Its purpose was to provide a framework within which the goals of the church at large and the goals of Minister, Staff, Executive Committee, Policy Board, Program Council, Clusters and Committees could be assessed and the future actions and resources needed to achieve them could be identified. This goal was considered critical to developing a stronger and more effective church leadership and better understanding of our shared ministry. Concerns regarding the effectiveness of our present governance structure were to be addressed in this process as well. It was both my understanding and the understanding of the Transition Team that this would be implemented through the annual leadership retreat which takes place at the beginning of the church year. Neither I nor the Transition Team were included in the planning of the annual leadership retreat and a planning and assessment process was never implemented. Based on conversations with the ministerial candidates interviewed this year and the final candidate this work will be a high priority for 2019 - 2020.

**2) Utilizing the resources of the UUA and resources derived from exemplary**

**congregations in the UUA (Unity Temple, St. Paul, MN, University Unitarian Church, Seattle, WA, All Souls, Tulsa, OK, 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.**

A Nominating Committee was established this year and it is my recommendation that the Policy Board charge the committee in pursuing the development and implementation of a new model for congregational leadership development that is in conjunction with a model of congregational spiritual development.

***Because of Unitarian Universalism's radical commitment to the personal search for truth and meaning, we sometimes forget that it is much more than essentially individualistic religion. Our faith, at its fullest, is composed of confessions, matured into covenants, and incarnated into communities. The Unitarian Universalist path is more a communal spiritual journey than a personal exploration.***  
**Tom Owen-Towle, Growing a Beloved Community**

Leadership development and an understanding of our communal spiritual journey should be incorporated into our new member orientation program. A commitment to serve should be made an obligation of membership. This is essential if FUCStL is to overcome its history of nonfunctioning committees due to inadequate leadership and absence of volunteers. The present siloing of many groups pursuing activities marginal to the institutional needs of the church needs to be addressed in such a comprehensive program. The shift in programming – covenant groups, adult education, etc. - from a personal spiritual journey to our communal journey will be critical in making this culture shift.

**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 our shared ministry and the primacy of our covenantal relations as the spiritual foundation of our church. It is also important in creating effective collaborative leadership.

The failure to establish institutional structures for identifying and managing potential and emerging conflicts in a constructive manner, then formulating the covenantal agreement between parties to effect a resolution has been the cause of too many destructive encounters between elected church leaders, between elected church leaders and the minister and or staff, etc. This clearly identified conflict management and resolution process would operate in conjunction with a “committee on (shared) ministry,” (See UUA doc. Assessing Our Leadership). This goal has been identified by the Search Committee in conversations with all the ministerial candidates as a high priority in light of our church history. I have addressed these concerns with the newly elected Policy Board President. I am encouraged by the presence of the Chair of the Transition Team 2016 -2019 serving as Vice President of the Policy Board.

**4) Continue to provide a compelling weekly worship experience that meaningfully engages the congregation on a spiritual and intellectual level.** [See Sunday Services from September – May 2018-2019]

The Worship Committee, under the leadership of Norma Vogelweid welcomed new members to the Worship Committee. Norma also, initiated five special services led by WC mem-

bers, George Grimm-Howell and herself addressing the spiritual demands of the “transition period” between settled ministers. [See Worship Committee Annual Reports]

A goal for this year was to provide at least two distinctive alternative worship services which would differ from the customary liturgical structure. Our January Jazz, Blues and Poetry program *Jazzonia* was a success, as well as the February Sunday service, *A Poetry and Jazz Jam Session Celebrating the Mystic Sufi Poet Rumi and His Vision of Love*.

Our four week series of pre-Easter and post-Easter worship programs highlighted

- 1) atheism in dialogue with theism (George Grim-Howell & Gary James)
- 2) The Confession of a UU Follower of Jesus (Palm Sunday)
- 3) Easter Sunday – Resurrection versus Immortality and a UU Liberal Christian-Humanistic-Theistic-Earth Centered Easter Communion
- 4) Reclaiming the Practice of Prayer.

The issue of racism in America was highlighted in two significant worship services with illuminating sermons addressing the renewal of MLK’s vision reconciling identity politics and consensus politics. The MLK sermon was followed by a second sermon addressing the limitations of bi-racial friendships as a model for addressing white supremacy and institutional racism.

**5) The Search Committee will complete its search and a final candidate will be identified. I will provide counsel and support for the successful transition of the congregation and the calling a new settled minister.**

I have provided extensive support for the search process which has included a “Letter From the Interim Minister” for the Congregational Photo Book and Packet, providing a picture of the church through the eyes of the Interim Minister. I have provided counsel to

the Search Committee and to the Chair of the Search Committee, Larry Dusenberry. I have made myself available for multiple conversations with ministerial candidates offering my assessment of the church, identifying the challenges a new minister would face and, of course, identifying the many wonderful qualities both the church and the city of St. Louis presently have to offer. All of the good work of the Search Committee, the long hours and the collaborative spirit is what made for their success. Glory hallelujah!

**Membership** After many years of membership loss church membership is now stable. The number of new members in the three year interim is presently at thirty-seven, with twenty-five of those signing the membership book this year 2018 – 2019. Membership numbers have been deceptive because of the cleaning-up of the membership books partially completed last year. Removing non-active members revealed a significantly smaller congregation than was being reported previously. We are also addressing the practice of retaining as “associate members” those who have made no pledge and are without waivers, (see By-Law change proposal) The church lost its Membership Development Coordinator and we have struggled to restore a well-functioning Membership Committee. This has been remedied in part with the leadership of Sue Fazio. However, we are still in need of a robust committee. I recommend that the Nominating Committee be engaged in identifying not only new committee leaders or chairs, but also members for vital church committees, such as Membership, to assure the committee’s effectiveness in addressing critical church needs.

## **Finances**

**Staff** There were significant changes in the staffing of the church during the first two years of this interim ministry, these changes included the following: the loss of our Membership Development Coordinator; the termination of

the Church Administrator; the appointment of the Director of Religious Education, Lynn Hunt to the Church Administrator position; the hiring of a new RE Coordinator, Ben Rosensweig on a half-time basis. These changes have proven to be largely successful. The problems that had plagued the Church Administrator’s Office have been eliminated. Lynn Hunt has proven to have both the administrative and financial skills the Church Administrator position requires. Ben has successfully fulfilled the responsibilities of his half-time position working under the supervision of Lynn Hunt who continued to serve in a limited role providing counsel and oversight of grades 6 and 7, youth group and adult education programming. Ben will be working an additional five hours per week next year and his supervision will be determined by the Minister.

**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, 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 a 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 "siloeing" 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.

## Sunday Services

- September 9, 2018: Homecoming Sunday / Water Communion The Search for the Holy: Rev. Gary James
- September 16, 2018: High Holy Day: The Day of Atonement - The Practice of Personal and Collective Soul Searching Mending & Healing: Rev. Gary James
- September 23, 2018: Sanctuary: Noun – A Refuge for Wildlife: Rev. Gary James
- September 30, 2018: Spiritual Leadership: Rev. Gary James
- October 7, 2018: The Agony and Ecstasy of Worship: Norma Vogelweid
- October 14, 2018: The Marketplace as God: Religion Inc.: Rev. Gary James
- October 21, 2018: Beyond Categorical Thinking: Rev. Keith Kron
- October 28: From Suffering to Compassion: The Wisdom of Our Tears: Rev. Gary James
- November 4, 2018: The Fire of Commitment: George Grimm-Howell & Carol Watson
- November 11, 2018: Reflections On Leaf Mold Following the Election: Rev. Gary James
- November 18, 2018: Harvest Communion: Rev. Gary James
- November 25, 2018: Telling and Re-memembering Our Sacred Stories: Amy Stark
- December 2, 2018: How Christian and How Jewish Are We?: Rev. Gary James
- December 9, 2018: Music Sunday/*Missa Brevis Sancti Joannis de Deo*  
Second Sunday of Advent – Hope - *Little Organ Mass* Joseph Haydn  
Homily: Christmas Is the Rebirth of Hope in Our Hearts: Rev. Gary James
- December 16, 2018: The Traditional Children’s Christmas Pageant  
Third Sunday of Advent – Love - Homily: Christmas – A Ritual for Renewing and for Recovering the Spirit of the Child: Rev. Gary James
- December 23, 2018: Christmas is Our Unitarian Universalist Gift to the World  
Rev. Gary James
- December 24, 2018 (4:30 and 6:00 pm): Christmas Eve Candlelight Services  
Rev. Gary James
- December 30, 2018: Faith of an Atheist: Steven Bain
- January 6, 2019: Jazz Sunday – Blue on Blue on Blue: Rev. Gary James
- January 13, 2019: In Search of a Magical Minister: Norma Vogelweid (re-scheduled due to weather)
- January 20, 2019: Martin Luther King Sunday – Rev. Gary James
- January 27, 2019: The Labors of Sisyphus – Rev. Gary James
- February 3, 2019: In Search of a Magical Minister: Norma Vogelweid
- February 10, 2019: The Way of Passion: A Celebration of the Mystic Sufi Poet Rumi's Vision of Love: Rev. Gary James (re-scheduled due to weather)
- February 17, 2019: Finding Our Strength in Covenant-Based Community: George Grimm-Howell
- February 24, 2019: Facing the Reality of Race In America: Beyond Getting Along and Becoming Friends: Rev. Gary James
- March 3, 2019: To What are our Lives Devoted?: Rev. Gary James
- March 10, 2019: The Way of Passion: A Celebration of the Mystic Sufi Poet Rumi's Vision of Love: Rev. Gary James

- **March 17, 2019: Water is Life—Healing the Water in the World and in Ourselves: Saundi McClain-Kloeckener**
- **March 24, 2019: The Gift of Dialogue: Rev. Gary James**
- **March 31, 2019: Awareness and Compassion Are Our True Nature, Rev. Gary James**
- **April 7, 2019: To You I Am an Atheist, To God I Am the Loyal Opposition: Rev. Gary James and George Grimm-Howell**
- **April 14, 2019: Coming Out of the Closet: The Confessions of a Unitarian Universalist Follower of Jesus. Maybe You Are One Too?: Rev. Gary James**
- **April 21, 2019: Easter Sunday: Love and the Responsibilities of Immortality: A Unitarian Universalist Christian-Humanist-Earth-Centered-Naturalistic- Theist/ Atheist Communion Service for All Souls: Rev. Gary James**
- **April 28, 2019: Pray For Me: Reclaiming the Lost Art of Prayer: Rev. Gary James**
- **May 5, 2019: Equanimity as a Spiritual Practice: Norma Vogleweid**
- **May 12, 2019: Music Sunday and Flower Communion**
- **May 19, 2019: Coming of Age/Affirmation Sunday, Lynn Hunt & Coming of Age Class**
- **May 26, 2019: Loving and Leading: Worship Committee**

# CHURCH PRESIDENT'S REPORT

SUBMITTED BY KATHY WIRE

I started last year's report with this language: "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." It's still exciting and challenging, we still have much work to meet our great potential.

As I write this, our minister situation remains uncertain. However, I have been incredibly reassured that the congregation gratefully accepted the findings of our first round of search. A strong core of our membership stands by the church, awaiting next steps. We have passed "readiness for transition," and now will have exciting new leadership (lay and ministerial) to take us into the next stage of the church's life.

The Policy Board continued to work with the Church Council and the Transition Team to prioritize needs and set our short-term path. Several issues came into focus once we got the office/administrative issues straightened out. Last year, I said that the full leadership was working on a "deeper understanding of how we all, as leaders, need to interact with each other and with our relatively new governance system." We have made progress, but with the transition demanding time and energy this year, work continues at a slower-than-ideal pace. Our governance structure, adopted with the new bylaws in 2014, is still in the workout phase. I am incredibly optimistic that the leaders on the slate will continue to implement it, learn about it and improve it as necessary. I hope that the congregation can be patient and support them.

Last year I talked about looking at our challenges and opportunities for the year in two categories: general and specific. I will continue in that vein. The general challenges are the "long game."

There have been obstacles, including the time and energy devoted to transition and search. Last year, I said, "we are still developing our lay-leadership muscles, a process that must continue." This remains true. However, there were steps forward that will have a long-term impact. With Policy Board support from Karen Siegrist, we moved toward a stronger and more permanent nominating and leadership development function, a long-recognized need. Our 2016 Long-Range Plan was side-tracked by transition issues, but remains a tool for evaluating pathways forward.

Our financial challenges remain. We will be working with a budget that once again leaves us short—not devastatingly short, but the pattern is not sustainable in the long run. This will require a look at what comes in and what goes out. Both of these issues are best addressed in a more permanent way when the church has a minister who can partner with the congregation and leadership to both re-energize giving and identify spending priorities. In this time of transition, the Policy Board has worked hard to avoid decisions that affected the core direction of the church, while also protecting our financial resources as much as possible. Yes, it's been necessary to tread water in this way. No, it cannot go on indefinitely. This is partially a result of shrinkage, an issue that will require attention as part of the re-focusing next year. I personally remain convinced that membership is a result more than a cause, and that once the church can focus more energy, on its mission and future, the membership issue will improve as well. But we also must help Sue Fazio and her cluster undertake the necessary tasks to push the membership process along. Please consider helping her out.

A lingering goal—the development of an outdoor space for our families—is finally moving



in a real way.

The Policy Board once again invested much time and energy on shorter-term issues. While sometimes it seems as though we haven't accomplished much, they mattered. The highlights:

Our administrative situation has improved drastically, and I want to personally recognize Lynn Hunt's role in that change.

Our search committee has done its job admirably, taking us through the survey and a deep assessment of the congregation. I was personally pleased and humbled by the congregation's response to the announcement that the first round of search did not result in the selection of a candidate. It represented a new level of understanding and, dare I say, maturity, when compared to some of our past experiences.

A number of issues corollary to the search have required Board attention, such as voting structures, planning for candidating week, etc. I appreciate the organization and collaborative spirit of the Search Committee, as it has made the Policy Board's job easier than it could have been.

Once the first round of search left us without a candidate, the Policy Board had to step into the contingent role of managing an interim search. This, too, was a necessary but unusual project for the Board.

My personal hope is that, once the minister situation resolves, we can return much of our volunteer and lay leadership energy to the ongoing activities and long-range needs of the church. Many of our dedicated and knowledgeable members have been involved in the Transition Team and the Search Committee. Their work was crucial, but I am glowingly optimistic that the next several years will see all that talent re-focused on a new future with a

new ministerial partner.

Over the last three years of my Board service, it has become clearer than ever that we—the members and friends—ARE the church. It will succeed or fail based on our support and involvement. Once again, my closing request of all of you: 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, a tighter community and a collaborative relationship with our ministerial leadership that can take us to great places.

# CHURCH COUNCIL

SUBMITTED BY CHARLIE KINDLEBERGER

We are a Church of many committees, some large, others essentially one or two individuals. The last time the By-Laws were revised there was recognition, that getting all of the Committee Chairs to regularly attend the Program Council was too hard. As a result, the Council was reorganized into a smaller organization, with the committees grouped into 5 clusters. Each cluster is represented by a “chair” charged with motivating committees, identifying issues, and serving as a go-between committees and the council. The five cluster leaders over the past year have been:

Facilities Cluster – Clint Cruise

Outreach and Engagement Cluster – Sue Fazio

Outreach and Social Action Cluster – George Sessen

Programming Cluster – Rev. Gary James

Stewardship Cluster – Steve Smidowicz

The Council typically meets on the 4<sup>th</sup> Tuesday of the month at 6:30 pm at the Church. In addition to those above, we often have a representative of the Policy Board, Lynn Hunt who takes effective minutes, and individuals interested in making a presentation on a particular subject. Any Church member is welcome.

A meeting usually addresses subjects like:

- The upcoming calendar of events
- Preparation for events involving Council activity such as the Mid-Winter or Fellowship Meeting
- Issues associated with specific committees
- Church accomplishments and concerns

We end the Church year with several challenges:

- **Goals.** With Reverend James support we attempted to convince committees to embrace one or two specific goal on which to concentrate. In some cases it worked, but to a large extent the effort didn’t get sufficiently clarified or promoted. Maybe next year.

- **Homelessness.** We held several sessions after Sunday services where the dimensions of the problem in St. Louis and the variety of ways a church could help were discussed. George Sessen and Rosemary Lawton deserve special credit – George for his dedicated work with the Winter Outreach program and Rosemary for her organization of a “blessing bag” project that involved the Church Youth in preparing “toiletries” for shelter residents. Hopefully we can involve more individuals on this national problem next fall.

- **Volunteers.** A recurring challenge is that of recruiting enough volunteers for our many committees. Joining a committee turns out to be a good way to meet others in the Church and to experience a sense of accomplishment. Each of us should think hard about what more we might do on a committee to further the work of the church.

Thank You!

# MINISTERIAL SEARCH COMMITTEE

SUBMITTED BY LARRY DUSENBERY

In May 2018, the Board solicited nominations from the congregation to form a Ministerial Search Committee (MSC). A slate of 7 candidates was then recommended by the Board and approved by the congregation. The committee established as their mission: *“To provide the successful settlement of an outstanding ministerial candidate who best fits the needs of our congregation. If that goal is not attainable at this time, we will so inform the congregation.”* The committee also created a covenant with the congregation as well as an internal covenant for their work together.

The committee attended a retreat in July hosted by our UUA Transitions Coach, Rev. Amy Shaw. During the summer, a comprehensive congregational survey was constructed, and work began on a Congregational Record consisting of responses to 50+ questions provided by the UUA. Our website was also updated and an MSC page created.

During the fall, the survey was taken by 180 of our members/friends and 18 children in the RE program. A series of focus groups and staff interviews were also conducted, supplementing the feedback received from the survey. In October, a "Beyond Categorical Thinking" (BCT) workshop and Sunday service were led by Rev. Keith Kron of the UUA Transitions Office, to help promote inclusive thinking and prevent unfair discrimination in the search process. The survey, focus group, and BCT workshop results were compiled to assist the MSC in identifying our ministerial needs. A church photo book was also created to showcase our congregation's various activities to potential candidates.

Working with our Transitions Coach, the committee submitted the Congregational Record, survey and focus group results, and

church photo book for viewing by candidates seeking settled ministry. This information was later made available to the congregation through our e-news and church website.

In January, the MSC received interest from ten candidates seeking settled minister positions. Over the next few months, the committee spent time reviewing their ministerial profiles, performing reference checks, and conducting video interviews with six candidates, finally identifying two candidates to invite for pre-candidating weekends. These weekends included hearing their sermons in a “neutral pulpit” church, touring St. Louis and our church, further interviewing, and getting to know them. After countless hours of evaluation and discernment, the committee unanimously decided not to select a final candidate. The committee believed that, while strong ministers, neither candidate fully met our congregation's needs; this announcement was made to the congregation on March 31 during the Sunday service.

With Board approval in early April, the committee entered the second-round search process, which has an abbreviated time frame for selecting a candidate in May. As a contingency, the Board formed an Interim Minister Search team, in case a settled minister was not found. Three settled minister candidates expressed interest and were interviewed in the second round. After reference checks and a very successful pre-candidating weekend, the search committee unanimously - and joyfully! - voted to make an offer. On May 6th, the committee invited Kim Mason to be our final candidate, and she enthusiastically accepted!

A Candidate Week is planned for June 1st-9th that will include many opportunities for Kim and congregation to get to know each other.

# TRANSITION TEAM

SUBMITTED BY MARGARET WECK

The Sunday service on June 9th will conclude with a special congregational meeting to vote on Kim as our settled minister.

The search committee would like to extend our thanks and appreciation to the congregation for placing their trust in us and for their patience and support throughout the process. A special thanks to Rev. Keith Kron and staff of the UUA Transitions office, the many references we contacted, Rev. Amy Shaw, Rev. Dr. Nicole Kirk, Rev. Gary James, Lynn Hunt and staff, Kathy Wire and the Policy Board, Transitions Team, Compensation Negotiating Team (Kathy Wilke, Betsy Grimm-Howell, and Steve Smidowicz), and everyone who participated in the survey and focus groups. We could not have accomplished all of this without each of you!

Respectively submitted,

*Larry Dusenbery (Committee Chair), Ashley Gray, Amanda Kracen, Cathy Rauch, Lisa Ross, and Claire Weichselbaum  
[John Knoll served on the committee through August, before resigning for personal reasons.]*

In June 2018 the Transition Team reaffirmed the three broad goals that have guided our work since our formation in September 2017:

- 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. Once a formal search committee was constituted in May of 2018 it was difficult to keep a focus on transition and governance issues. The congregation's attention became occupied by the development of the congregational record and then the formal ministerial search process. The transition team also lost Ashley Gray as she moved from being on the Transition Team to becoming a member of the Search Committee.

The primary venue for the Transition Team continued to be the "Fireside Chat" format for group conversation instituted by Rev. Gary James in spring of 2017 originally as a "talkback" between the congregation and himself, as minister. Beginning in Oct. 2017 the discussion prompts for subsequent fireside chats were shaped by the Transition Team to accommodate the larger work of transition - namely helping members of the congregation get to know each other better through sharing their personal perspectives and experiences.

The topics this church year were also set with an awareness of the ministerial search process. The Transition Team attempted to be of assistance to the Search Committee in doing their work as much as in moving our collective

understanding of one another forward.

In the 2018-19 church year the Congregational Conversations that the Transition Team helped facilitate were:

**September 16 & 23, October 7 & 14, 2018-** Search Committee Focus Groups.

The Transition Team participated as members of the congregation and as note-takers for these sessions

**January 26, 2019 (Sat.)** Mid-Winter Congregational Meeting – Also supporting the Search Committee. The transition team members led focus of congregational members to process the summary of the congregational survey presented by the Search Committee. The focusing questions guiding the discussions were:

Was there anything surprising to you?

Was there anything reassuring to you?

Are there implications for the future of this congregation?

What are your personal hopes for the future of this congregation?

**March 10, 2019** – Transition Team Congregational Conversation –

Topic: What is the role of the congregation in church life?

9:15 am 2 members of the committee + 1 member of the congregation

11:30 am 4 members of the committee + 9 members of the congregation

Clear 2-way communication of opportunities for people to become and stay involved is key.

A perceived need for more Adult RE programming and leadership development as an extension of spiritual

development. We should be developing an expectation that membership is more than signing the book and making a financial contribution; that attendance at all-church events beyond worship services and volunteering to engage in committee service helps deepen one's sense of community and investment in governance functions.

With the news of the Search Committee not finding a match in the first round, it is clear that transition work still needs to be done, but it is unclear exactly how the Transition Team will be involved. Clarification and delineation of roles and responsibilities in the coming church year will be of great value in coordinating the work of the church. The current chair will be stepping down to become Vice President of the Policy Board in 2019-20.

*Submitted by the Transition Team:*

*Rev. Gary James,  
Jeff Cary, Chuck Eby, Jess Green,  
Judy Meyer, Todd O'Boyle, and  
Margaret Weck (chair).*

# NOMINATING COMMITTEE

SUBMITTED BY JOHN KNOLL

The Nominating Committee consists of Jama Dodson, Alison Lamothe, Alyssa Morrison, Gene Rubin, Stephen Wilke and John Knoll, chair. Karen Siegrist is Policy Board liaison and Lynn Hunt is an ex-officio member representing church staff.

The Committee met for four consecutive weeks starting in February of 2019. We generated lists of members as possible candidates for each position. Over the course of our meetings we filled in the slate with nominees who would serve. We believe the selection process resulted in a slate of nominees eager to serve First Unitarian Church in the coming year.

The slate of nominees include:

Sue Ashwell, President

Margaret Weck, Vice President

Pamela Geppert, Secretary

Kathy Wilke, Treasurer

Sarah Francois, Trustee (three year term)

Gene Rubin, Trustee (three year term)

Stephen Wilke, Trustee (three year term)

Charlie sKindleberger, Church Council Chair

Lisa Cary, Facilities Cluster

Steve Smidowicz, Stewardship Cluster.

The Nominating Committee was also asked to submit nominees for the Ross and Fathman First Unitarian service awards. These will be presented at the Annual Meeting. The Nominating Committee will also work during the coming year to help in Church leadership development.

# TREASURER'S REPORT

SUBMITTED BY KATHY WILKE

The Finance Committee and Church Accountant have changed a few practices in reporting that need to be explained. In the past, there have been inconsistencies in the way that present pledge payments and pre-paid pledges have been accounted for. At the end of the last Fiscal year (2017-2018) we decided to book any pledges paid in the current fiscal year intended for the next fiscal year in account# 23500 Prepaid Pledges and then move them to the Current year in July.

In the past, there has been a mixing of Prepaid and Current payments at the end of the Fiscal Year that has led to some confusion as to how well Pledges have actually been paid vs. promised. For instance, had we booked the prepaid pledges in June of 2018, it would have appeared as though we had exceeded the amount promised in pledges for FY2017-2018 by \$15,518.73 instead of the true number, which was a negative \$18,772.54. It also would have wiped out the ending deficit and shown a positive balance of \$8,801.71, which is misleading.

This change will assist in the budgeting process in the future.

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

The first is a reporting of Statement of Activity for the Fiscal Years 2014 to 2018. As stated above, it is difficult to draw exact conclusions from comparing year to year numbers. Sometimes this is due to circumstances (employment of a ministerial intern or Membership Coordinator for instance) Sometimes it is due to the way expenses or revenue are booked (adding new line items to better track sources for instance)

This report shows a decline in revenue, but it also demonstrates a 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, 2019 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. As of March 30, 2019 the Revenues and Support are higher than the Quarterly Budgeted amount and the expenses are down. The overall effect is a positive balance.

The fourth report shows the Balance Sheet for this Fiscal Year as of March 31, 2019. 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, 2019. This will help maintain our positive balance.

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

**First Unitarian Church  
Statement of Activity**

FY2014- 2017/2018

	FY2014/2015	FY2015/2016	FY2016/2017	FY2017/2018
<b>Support &amp; Revenue</b>				
40000 Operating Pledges	461,301.34	395,319.61	383,026.48	344,522.16
40200 Contributions & Collections	44,353.34	29,903.83	21,373.44	21,091.07
40300 Women's Alliance	1,945.00	2,048.70	2,568.45	
40400 Building Use Income	16,467.55	14,679.00	11,794.00	15,078.00
40500 Investment Income-Endowment	30,500.00	31,100.00	30,200.00	30,000.00
40520 Investment Income - General	4,792.03	4,573.22	3,796.04	2,736.97
40700 Miscellaneous Income		1,665.03	1,118.12	2,475.92
40750 Unrestricted Gifts		895.00	3,120.16	
40800 Fundraisers	2,401.18	6,908.63	18,504.17	3,894.92
40910 Interest Income	34.75	32.71	17.34	12.97
40950 Landscape Reserve	2,000.00		6,016.20	8,200.00
41000 Transfer from Lewis Fund	12,000.00	9,368.40		
41050 Transfer from Intern Fund Reserve				
41500 Transfer from General Fund		24,200.00		20,000.00
41550 Transfer from Membership Coordinator Fund		13,111.36	20,000.00	20,000.00
41700 Transfer from Care and Concern		300.00		300.00
41710 Transfer from Bookstore				15.00
<b>Total Support &amp; Revenue</b>	<b>\$575,795.19</b>	<b>\$534,327.49</b>	<b>\$501,534.40</b>	<b>\$468,327.01</b>
<b>Gross Support &amp; Revenue</b>	<b>\$575,795.19</b>	<b>\$534,327.49</b>	<b>\$501,534.40</b>	<b>\$468,327.31</b>
<b>Expenses</b>				
50000 Staffing	363,371.10	352,605.30	374,111.87	319,782.65
51000 Administrative	22,924.58	15,284.88	14,002.52	17,221.14
52000 Building	103,286.89	94,226.69	94,322.08	116,559.15
53000 Worship	8,362.96	5,700.76	3,877.07	4,897.35
53500 Education	11,255.35	7,157.00	10,068.45	9,808.04
54000 Membership	5,491.71	23.12	980.28	2,831.21
55000 Social Action & Outreach	18,205.87	18,883.21	17,017.21	20,520.33
56000 Denominational Support	30,834.51	25,805.67	915	1,447.00
<b>Total Expenses</b>	<b>\$563,732.97</b>	<b>\$519,686.63</b>	<b>\$515,294.48</b>	<b>\$493,066.87</b>
<b>Net</b>	<b>\$12,062.22</b>	<b>\$14,640.86</b>	<b>(\$13,760.08)</b>	<b>(\$24,739.56)</b>



# First Unitarian Church Balance Sheet

FY 14/15, 15/16, 16/17, 17/18

FY2017/201

FY2014/2015    FY2015/2016    FY2016/2017    8

## ASSETS

### Current Assets

#### Bank Accounts

10000 Cash-Busey Bank	52,936.91	20,034.52	11,280.08	14,066.96
10010 PayPal	4,537.00	2,721.00	25.10	70.05
10200 Petty Cash	50.00	0.00	0	0.00

<b>Total Bank Accounts</b>	<b>\$ 57,523.91</b>	<b>\$ 22,755.52</b>	<b>\$11,305.18</b>	<b>\$14,137.01</b>
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#### Accounts Receivable

12000 Accounts Receivable	0.00	0.00	0.00	0.00
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<b>Total Accounts Receivable</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>0.00</b>	<b>0.00</b>
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#### Other Current Assets

#### 13000 Investments - Unrestricted

13100 General Fund	288,287.50	277,503.84	260,609.51	207,862.23
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13105 Transfers-				
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<b>Unrestricted</b>		-27,839.61	-2,400.00	-40,533.20
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<b>Total 13000 Investments - Unrestricted</b>	<b>\$ 288,287.50</b>	<b>\$ 249,664.23</b>	<b>\$258,209.51</b>	<b>\$167,329.03</b>
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#### 13109 Investments - Restricted

13110 Endowment Fund	644,466.87	598,582.20	758,916.55	807,889.99
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13200 Lewis - Wallis Intern Fund	198,826.10	194,874.37	276,352.87	308,983.04
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13300 Clark Fund	105,947.60	103,722.11	118,874.87	131,147.18
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13400 FCCF	75,679.31	74,589.63	117,156.84	128,376.06
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13500 Dodson Fund - Prin	32,733.27	33,030.49	35,973.87	38,280.91
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13520 Dodson Fund - Res	10,856.17	9,346.06	13,008.26	16,450.50
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<b>Restricted</b>		27,839.61	2,400.00	40,533.20
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<b>Total 13109 Investments - Restricted</b>	<b>\$ 1,068,509.32</b>	<b>\$1,041,984.47</b>	<b>\$1,322,683.26</b>	<b>\$1,471,680.88</b>
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14000 Treasury Notes	5,990.48	5,990.48	0.00	0.00
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16000 Employee Loan	0.00	0.00	0.00	0.00
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16200 Prepaid Expenses	0.00	0.00	0.00	0.00
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16800 Employee Cash Advance	0.00	0.00	0.00	550.00
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Undeposited Funds	0.00	0.00	0.00	0.00
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			<b>\$1,639,539.9</b>	
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<b>Total Other Current Assets</b>	<b>\$ 1,362,787.30</b>	<b>\$1,297,639.18</b>	<b>\$1,580,892.77</b>	<b>1</b>
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			<b>\$1,653,676.9</b>	
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<b>Total Current Assets</b>	<b>\$ 1,420,311.21</b>	<b>\$1,320,394.70</b>	<b>\$1,592,197.95</b>	<b>2</b>
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### Fixed Assets

17200 Real Estate & Improvements	956,091.09	956,091.09	956,091.09	956,091.09
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17300 New Chapel & Improvements	2,376,965.91	2,376,965.91	2,376,965.91	2,376,965.91
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			<b>\$3,333,057.0</b>	
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<b>Total Fixed Assets</b>	<b>\$ 3,333,057.00</b>	<b>\$3,333,057.00</b>	<b>\$3,333,057.00</b>	<b>0</b>
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			<b>\$4,986,733.9</b>	
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<b>TOTAL ASSETS</b>	<b>\$ 4,753,368.21</b>	<b>\$4,653,451.70</b>	<b>\$4,925,254.95</b>	<b>2</b>
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**LIABILITIES AND EQUITY**

**Liabilities**

**Current Liabilities**

**Other Current Liabilities**

<b>20100 Payroll Liabilities</b>	0.00	0.00	0.00	0.00
<b>20200 Federal Liabilities</b>				
<b>Payable</b>	-474.00	2,537.34	10,185.59	1,265.37
<b>20300 State Withholding</b>				
<b>Payable</b>	458.00	523.00	343.74	385.00
<b>20400 City Withholding Payable</b>				
	0.00	439.90	1,657.00	0.00
	<hr/>			
<b>Total 20100 Payroll Liabilities</b>	<b>-\$ 16.00</b>	<b>\$ 3,500.24</b>	<b>\$12,186.33</b>	<b>\$1,650.37</b>
<b>20500 Benefits Liabilities</b>				
<b>20510 Insurance Payable</b>				
<b>20511 Health Insurance--</b>				
<b>Employer paid</b>	0.00	0.00	0.00	0.00
<b>20512 Health Insurance--</b>				
<b>Employee paid</b>	0.00	0.00	0.00	0.00
<b>20513 Life Insurance</b>	0.00	0.00	0.00	0.00
<b>20514 Disability Ins--</b>				
<b>Employee paid</b>	0.00	0.00	0.00	0.00
<b>20515 Dental Ins--</b>				
<b>Employee paid</b>	0.00	0.00	0.00	0.00
	<hr/>			
<b>Total 20510 Insurance Payable</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>0.00</b>	<b>\$0.00</b>
<b>20530 Retirement--401(a)</b>				
<b>Payable</b>	2,953.36	4,437.00	347.87	0.00
<b>20540 Retirement--401(a)</b>				
<b>WH Payable</b>	0.00	0.00	0.00	0.00
<b>20550 Retirement--SEP IRA</b>				
<b>Payable</b>	0.00	0.00	0.00	0.00
	<hr/>			
<b>Total 20500 Benefits Liabilities</b>	<b>\$ 2,953.36</b>	<b>\$ 4,437.00</b>	<b>\$347.87</b>	<b>\$0.00</b>
<b>21000 Other Liabilities</b>				
<b>21010 Due to outside charities</b>				
	735.81	200.00	4,239.15	0.00
<b>21090 Miscellaneous liabilities</b>				
	995.00	0.00	3,146.52	0.00
<b>21092 A/C Repair Payable</b>				
	0.00	0.00	0.00	0.00
	<hr/>			
<b>Total 21000 Other Liabilities</b>	<b>\$ 1,730.81</b>	<b>\$ 200.00</b>	<b>\$7,385.67</b>	<b>\$0.00</b>
<b>Direct Deposit Payable</b>	0.00	0.00	0	0.00
<b>Payroll Clearing</b>	0.00	0.00	0	0.00
<b>Payroll Tax Payable</b>	0.00	0.00	0	0.00
	<hr/>			
<b>Total Other Current Liabilities</b>	<b>\$ 4,668.17</b>	<b>\$ 8,137.24</b>	<b>\$19,919.87</b>	<b>\$0.00</b>
<b>Total Current Liabilities</b>	<b>\$ 4,668.17</b>	<b>\$ 8,137.24</b>	<b>\$19,919.87</b>	<b>\$1,650.37</b>

**Long-Term Liabilities**

**23000 Reserves**

23100 Holt	0.00	0.00	0.00	0.00
23200 Sabbatical	44,230.00	44,230.00	0.00	0.00
23300 Capital Maintenance	17,603.19	8,103.19	23103.19	18,327.09
23310 Windows	9,371.00	40.00	30.00	30.00
23400 Partner Church	4,673.36	4,953.36	3616.79	5,514.55
23500 Prepaid Pledges	6,834.80	4,500.00	0.00	34,291.27
23575 Prepaid Contributions	0.00	480.00	0.00	0.00
23600 Intern Fund	1,150.00	2,550.00	3,838.46	3,838.46
23610 Ministerial Search				9,100.00
23630 Membership Coordinator Fund	60,000.00	46,666.64	26,666.64	3,795.57
25011 Memorial Fund	6,643.12	8,843.12	17,159.50	17,886.50
25012 Special Gifts	0.00	10,241.80	10,241.80	10,241.80
25020 Social Responsibility	5,043.95	5,058.95	4,802.38	1,782.38
<b>27000 Other Custodial Accounts</b>				
27005 Auction Items	220.00	220.00	105.16	105.16
27010 Office Equipment	0.00	0.00	0.00	0.00
27020 Bookstore	386.25	624.25	1,072.50	1,234.50
27024 Boston Trip Reserve	4,815.36	5,199.98	4,565.32	2,349.27
27030 Piano Reserve	8,819.00	8,819.00	8,819.00	8,221.00
27040 Landscape Reserve	16.20	16.20	0.00	6,000.00
27050 Renovation Reserve	0.00	0.00	0.00	0.00
27060 RE Reserve	7,333.08	8,084.37	9,763.27	8,858.70
27065 Sandwich Making	3,165.71	1,682.66	3,221.16	3,579.29
27067 Trinity Hot Lunch		111.00	134.75	346.24
27070 Women's Alliance Op				
Shop	1,562.08	714.80	436.8	0.00
27080 Caring Ministry	15,093.19	15,835.19	7,008.96	6,708.96
27090 Keyboard Reserve	456.37	456.37	456.37	456.37
27100 Healthy Congregation				
Reserve	2,526.48	2,526.48	2,526.48	2,526.48
27110 PR/Marketing	973.77	1,218.29	1,218.29	1,308.29
27120 Library	100.00	100.00	100.00	0.00
27130 Men's Wellness Ministry		434.00	434.00	434.00
<b>Total 27000 Other Custodial Accounts</b>				
	<b>\$45,467.49</b>	<b>\$ 46,042.59</b>	<b>\$39,862.06</b>	<b>\$42,128.26</b>
<b>Total 23000 Reserves</b>	<b>\$201,016.91</b>	<b>\$ 181,709.65</b>	<b>\$129,320.82</b>	<b>\$146,935.88</b>
<b>Total Long-Term Liabilities</b>	<b>\$ 201,016.91</b>	<b>\$ 181,709.65</b>	<b>\$129,320.82</b>	<b>\$146,935.88</b>
<b>Total Liabilities</b>	<b>\$ 205,685.08</b>	<b>\$ 189,846.89</b>	<b>\$149,240.69</b>	<b>\$148,586.25</b>

<b>Equity</b>				
<b>30000 Opening Bal Equity</b>				
<b>33000 Building Fund</b>				
<b>33100 Building</b>	956,091.09	956,091.09	956,091.09	956,091.09
<b>33500 Building Improvments</b>	2,376,965.91	2,376,965.91	2,376,965.91	2,376,965.91
				<b>\$3,333,057.0</b>
<b>Total 33000 Building Fund</b>	<b>\$333,057.00</b>	<b>\$3,333,057.00</b>	<b>\$3,333,057.00</b>	<b>0</b>
<b>35000 Fund Balances--</b>				
<b>Restricted</b>				
<b>35110 Endowment Fund</b>	644,466.87	598,582.20	758,916.55	807,889.99
<b>35200 Lewis-Wallis Fund</b>	198,826.10	194,874.37	276,352.87	308,983.04
<b>35300 Clark Fund</b>	105,947.60	103,722.11	118,874.87	131,147.18
<b>35400 FCCF</b>	81,669.79	80,580.11	117,156.84	128,376.06
<b>35500 Dodson Fund - Prin</b>	32,733.27	33,030.49	35,973.87	38,280.91
<b>35520 Dodson Fund - Res</b>	10,856.17	9,346.06	13,008.26	16,450.50
				<b>\$1,431,127.6</b>
<b>Total 35000 Fund Balances--</b>				<b>\$1,431,127.6</b>
<b>Restricted</b>	<b>\$1,074,499.80</b>	<b>\$1,020,135.34</b>	<b>\$132,028.26</b>	<b>8</b>
<b>39000 General Fund--</b>				
<b>Unrestricted</b>				
<b>Net Income</b>	128,064.11	95,771.61	136,434.08	99,452.55
	12,062.22	14,640.86	-13,760.08	-25,489.56
				<b>\$4,838,147.6</b>
<b>Total Equity</b>	<b>4,547,683.13</b>	<b>\$4,463,604.81</b>	<b>\$4,776,014.26</b>	<b>7</b>
				<b>\$4,986,733.9</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$4,753,368.12</b>	<b>\$4,653,451.70</b>	<b>\$4,925,254.95</b>	<b>2</b>

**First Unitarian Church**  
**Statement of Activity March 2019**

July 2018 - March 2019

	<b>Total</b>		
	<b>Actual</b>	<b>Budget March 2019</b>	<b>Total Budget FY2019</b>
<b>Revenue and Support</b>			
<b>40000 Operating Pledges</b>			
<b>40010 Current Year Pledges</b>	321,501.00	321,000.00	375,322.00
<b>40090 Prior Year Pledges</b>	200.00	4,500.00	5,000.00
<b>40100 Pledges by Church Year</b>	2,050.00		
<b>Total 40000 Operating Pledges</b>	<b>\$ 323,751.00</b>	<b>\$ 325,500.00</b>	<b>\$380,322.00</b>
<b>40200 Contributions &amp; Collections</b>	286.54		
<b>40210 Regular Plate Collection</b>	7,188.77	5,200.00	7,941.00
<b>40230 Other Contributions</b>	1,105.00		
<b>40250 Designated Collections</b>	8,740.80	10,700.00	14,000.00
<b>Total 40200 Contributions &amp; Collections</b>	<b>\$ 17,321.11</b>	<b>\$ 15,900.00</b>	<b>\$21,941.00</b>
<b>40400 Building Use Income</b>	10,334.00	5,700.00	9,000.00
<b>40405 Building Use - CRC</b>	2,925.00	4,700.00	6,000.00
<b>Total 40400 Building Use Income</b>	<b>\$ 13,259.00</b>	<b>\$ 10,400.00</b>	<b>\$15,000.00</b>
<b>40500 Investment Income-Endowment</b>	22,628.00	22,670.00	30,170.00
<b>40520 Investment Income-General</b>	3,162.10	3,420.00	1,665.00
<b>40700 Miscellaneous Income</b>	1,423.17	1,665.00	800.00
<b>40750 Unrestricted Gifts</b>		600.00	
<b>40800 Fundraisers</b>			
<b>40810 Auction</b>	24,337.26	15,000.00	15,000.00
<b>40811 Schnucks</b>	809.70	450.00	600.00
<b>40819 Miscellaneous Fundraisers</b>	357.00		
<b>Total 40800 Fundraisers</b>	<b>\$ 25,503.96</b>	<b>\$ 15,450.00</b>	<b>\$15,600.00</b>
<b>40910 Interest Income</b>	19.08	25.00	33.00
<b>40950 Landscaping</b>	3,900.00	2,700.00	3,500.00
<b>41550 Transfer from Membership Coordinator Fund</b>	3,795.57		
<b>41700 Transfer from Care and Concern</b>		0.00	300.00
<b>Uncategorized Income</b>			
<b>Total Revenue and Support</b>	<b>\$ 414,762.99</b>	<b>\$ 398,330.00</b>	<b>\$473,904.00</b>
<b>Expenses</b>			
<b>50000 Staffing</b>			
<b>50100 Salaries and Wages</b>			
<b>50120 Gross Wages--Salaries</b>	111,296.34	111,735.00	148,980.00
<b>50130 Gross Wages--Hourly wages</b>	31,422.22	49,311.00	65,745.00
<b>50135 Gross Wages-Contract Labor</b>	15,443.12	15,443.40	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>\$ 180,661.68</b>	<b>\$ 198,989.40</b>	<b>\$266,787.00</b>

<b>50200 Benefits</b>			
50210 Health Insurance	17,257.74	20,700.00	27,600.00
50220 Dental Insurance	-1,233.00	1,008.00	1,344.00
50230 Retirement--401(a) Expense	11,478.78	11,478.77	15,305.00
50260 Life Insurance		576.00	768.00
50270 Payroll Taxes	8,379.52	8,624.98	11,500.00
<b>Total 50200 Benefits</b>	<b>\$ 35,883.04</b>	<b>\$ 42,387.75</b>	<b>\$56,517.00</b>
<b>50500 Staff Expenses</b>			
50510 Administrator Staff Expense	437.44	400.00	500.00
50520 Religious Educator Staff Expense	1,975.14	2,900.00	3,800.00
50530 Music Director Staff Expense		172.00	172.00
<b>Total 50500 Staff Expenses</b>	<b>\$ 2,412.58</b>	<b>\$ 3,472.00</b>	<b>\$4,472.00</b>
50600 Minister's Expenses	913.45	2,900.00	4,599.00
<b>Total 50000 Staffing</b>	<b>\$ 219,870.75</b>	<b>\$ 247,749.15</b>	<b>\$332,375.00</b>
<b>51000 Administrative</b>			
51050 Canvass	788.17	2,000.00	2,000.00
51100 Internal Communications		900.00	1,000.00
51200 Board Expenses	60.00	200.00	200.00
51400 Office Supplies	2,594.91	3,000.00	3,400.00
51500 Office Equipment & Repairs	1,435.41	1,150.00	1,500.00
51600 Bank Charges		150.00	200.00
51650 Payment Processing Fees	739.44	1,180.00	1,500.00
51700 Computer Expense	1,145.95	900.00	1,200.00
51800 Legal & Accounting	2,733.75	2,475.00	3,300.00
51900 Postage	1,566.28	565.00	800.00
91997 Leadership Dev & Nominating Comm		800.00	1,000.00
<b>Total 51000 Administrative</b>	<b>\$ 11,063.91</b>	<b>\$ 13,320.00</b>	<b>\$16,100.00</b>
<b>52000 Building</b>			
52100 Building Maintenance	9,740.98	6,300.00	7,250.00
52150 Housekeeping & Supplies	2,967.99	4,360.00	5,800.00
52200 Insurance	10,473.16	6,200.00	12,400.00
52250 Telephone	3,778.08	3,600.00	4,800.00
52300 Utilities	19,589.43	22,000.00	27,000.00
52350 Equipment & Repairs	6,923.50	13,440.00	14,400.00
52400 Contract Labor	16,650.00	16,650.00	22,200.00
52500 Landscaping	3,293.06	3,800.00	5,000.00
52550 Security	5,199.14	5,600.00	8,000.00
52600 Capital Maintenance Reserve		0.00	2,000.00
<b>Total 52000 Building</b>	<b>\$ 78,615.34</b>	<b>\$ 81,950.00</b>	<b>\$108,850.00</b>

<b>53000 Worship</b>			
<b>53100 Music</b>			
53110 Guest Musicians	860.00	800.00	1,500.00
53120 Music Supplies & Materials	85.00	473.00	623.00
53190 Miscellaneous		110.00	400.00
<b>Total 53100 Music</b>	<b>\$ 945.00</b>	<b>\$ 1,383.00</b>	<b>\$2,523.00</b>
53200 Worship Expenses	580.75	900.00	1,200.00
<b>Total 53000 Worship</b>	<b>\$ 1,525.75</b>	<b>\$ 2,283.00</b>	<b>\$3,723.00</b>
<b>53500 Education</b>			
53510 Children and Youth RE	3,610.77	5,894.00	7,844.00
53520 Adult Religious Education	387.73	500.00	500.00
53600 John Learned Library	200.66	350.00	350.00
<b>Total 53500 Education</b>	<b>\$ 4,199.16</b>	<b>\$ 6,744.00</b>	<b>\$8,694.00</b>
<b>54000 Membership</b>			
54100 Membership Expense	143.00	700.00	1,000.00
54200 Hospitality	583.83	950.00	1,250.00
54300 Feasts & Festivals	844.75	350.00	500.00
54303 Welcoming Congregation		140.00	200.00
54400 Advertising	1,650.00		
54600 Website	200.00	35.00	85.00
<b>Total 54000 Membership</b>	<b>\$ 3,421.58</b>	<b>\$ 2,175.00</b>	<b>\$3,035.00</b>
<b>55000 Social Action &amp; Outreach</b>			
<b>55100 Social Responsibility Committee</b>	-16.00		
55110 Fair Trade Coffee	404.83	200.00	250.00
55130 Sandwich-Making	3,957.08	3,375.00	4,500.00
55150 SRC--Other	29.95	415.00	550.00
<b>Total 55100 Social Responsibility Committee</b>	<b>\$ 4,375.86</b>	<b>\$ 3,990.00</b>	5,300.00
55300 Designated Collections	7,829.92	10,700.00	14,000.00
55600 Minister's Discretionary Fund		450.00	450.00
55750 Care & Concern Ministry	-8.73	300.00	300.00
<b>Total 55000 Social Action &amp; Outreach</b>	<b>\$ 12,197.05</b>	<b>\$ 15,440.00</b>	<b>\$20,050.00</b>
<b>56000 Denominational Support</b>			
56020 UUA	4,000.00	3,000.00	4,000.00
56050 Partner Church	300.00	350.00	450.00
56055 Covenant Groups		150.00	150.00
<b>Total 56000 Denominational Support</b>	<b>\$ 4,300.00</b>	<b>\$ 3,500.00</b>	<b>\$4,600.00</b>
<b>Total Expenses</b>	<b>\$ 335,193.54</b>	<b>\$ 373,161.15</b>	<b>\$497,427.00</b>
<b>Net Revenue and Support</b>	<b>\$ 79,569.45</b>	<b>\$ 25,168.85</b>	<b>(\$23,523.00)</b>

# First Unitarian Church

## BALANCE SHEET

As of March 31, 2019

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
10000 Cash-Busey Bank	55,225.26
<b>Total Bank Accounts</b>	<b>\$55,225.26</b>
Other Current Assets	
13000 Investments - Unrestricted	0.00
13100 General Fund	203,107.08
13105 Transfers - Unrestricted	-32,078.60
<b>Total 13000 Investments - Unrestricted</b>	<b>171,028.48</b>
13109 Investments - Restricted	
13110 Endowment Fund	805,426.48
13200 Lewis-Wallis Intern Fund	316,301.20
13300 Clark Fund	125,966.49
13400 FCCF	128,418.44
13500 Dodson Fund - Prin	39,187.57
13520 Dodson Fund - Res	16,840.13
13900 Transfers - Restricted	32,078.60
<b>Total 13109 Investments - Restricted</b>	<b>1,464,218.91</b>
16800 Employee Cash Advance	7,450.00
<b>Total Other Current Assets</b>	<b>\$1,642,697.39</b>
<b>Total Current Assets</b>	<b>\$1,697,922.65</b>
Fixed Assets	
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>\$5,030,979.65</b>
<b>LIABILITIES AND EQUITY</b>	
Liabilities	
Current Liabilities	
Other Current Liabilities	
20100 Payroll Liabilities	0.00
20200 Federal Liabilities Payable	1,540.62
20300 State Withholding Payable	426.00
20400 City Withholding Payable	137.03
<b>Total 20100 Payroll Liabilities</b>	<b>2,103.65</b>
<b>Total Other Current Liabilities</b>	<b>\$2,103.65</b>
<b>Total Current Liabilities</b>	<b>\$2,103.65</b>
Long-Term Liabilities	
23000 Reserves	
23300 Capital Maintenance	13,325.34
23310 Windows	30.00

Cash Basis Sunday, April 14, 2019

1/2



	TOTAL
23400 Partner Church	7,815.04
23500 Prepaid Pledges	2,750.00
23600 Intern Fund	3,838.46
23610 Ministerial Search	7,673.16
25011 Memorial Fund	19,936.50
25012 Special Gifts	10,241.80
25020 Social Responsibility	1,782.38
27000 Other Custodial Accounts	
27005 Auction Items	105.16
27020 Bookstore	1,470.50
27024 Boston Trip Reserve	2,564.12
27030 Music Reserve	8,217.37
27040 Landscape Reserve	1,380.00
27060 RE Reserve	13,935.53
27065 Sandwich Making	4,318.83
27067 Trinity Hot Lunch	-289.77
27080 Caring Ministry Reserve	6,826.15
27100 Healthy Congregation Reserve	2,526.48
27110 PR / Marketing	1,261.05
27130 Men's Wellness Ministry	434.00
<b>Total 27000 Other Custodial Accounts</b>	<b>42,749.42</b>
<b>Total 23000 Reserves</b>	<b>110,142.10</b>
<b>Total Long-Term Liabilities</b>	<b>\$110,142.10</b>
<b>Total Liabilities</b>	<b>\$112,245.75</b>
Equity	
33000 Building Fund	
33100 Building	956,091.09
33500 Building Improvements	2,376,965.91
<b>Total 33000 Building Fund</b>	<b>3,333,057.00</b>
35000 Fund Balances--Restricted	
35110 Endowment Fund	805,426.48
35200 Lewis-Wallis Intern Fund	316,301.20
35300 Clark Fund	125,966.49
35400 First Church Community Fund	128,418.44
35500 Dodson Fund - Prin	39,187.57
35520 Dodson Fund - Res	16,840.13
<b>Total 35000 Fund Balances--Restricted</b>	<b>1,432,140.31</b>
39000 General Fund--Unrestricted	73,967.14
Net Income	79,569.45
<b>Total Equity</b>	<b>\$4,918,733.90</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$5,030,979.65</b>

# FINANCE COMMITTEE

SUBMITTED BY STEVE SMIDOWICZ

The Finance Committee has moved this year to quarterly meetings since the general management of the church's investment portfolio can be achieved with this frequency of review.

For this year, the committee:

Continues to target a portfolio distribution of 70% equities and 30% fixed income, maintaining a balance of growth and liquidity if needed. The investment portfolio had both gains/losses in line with general market performance.

Advises and works with the church administrator and Treasurer on operational issues with financial impact. We have a more accurate view of the church's financial operations due to work done last year to better organize our books.

Recommended the move to credit prepaid pledges to the year they are intended and not the year received. This gives a more accurate picture of the pledges committed for a given year.

The committee chair worked directly on the Canvass committee.

## **FY2019-20 Canvass**

The canvass had a typical response within the first few weeks, being supported by the larger and more long-term donors. The remaining weeks had a fair rate of contribution until the end of the Canvass campaign. At the end about 50 pledge units had outstanding pledges. Tracking Canvass progress was more readily managed by the church administrator thanks to the clean-up of the church's bookkeeping last year.

## **FY2019-20 Budget**

The budget for the coming fiscal year (FY2019-20) is constrained (again as in past years) by revenue concerns. Pledging did not reach the funding objective of the Canvass. Additionally, there is no fundraisers built into the budget for this next year. Fund raising to balance our budget is not a sustainable practice.

While expenses for the next fiscal year are reduced, they still outweigh revenue, resulting again in a projected deficit budget.

## **Financial Stability Thoughts**

One of the key areas of interest from the Congregational Survey from this year is a desire for a financially stable church.

One way for that to happen is for membership to grow, and for new members to understand the need to financially support the mission of our church. Unfortunately, membership growth is countered by membership loss. As such we are not a growing church at this time.

The other way to become fiscally sound is for the current membership to understand the church's pledging commitments. To do so, consider the following:

Currently from the FY2019-20 Canvass:

173 Pledging Units (A pledge unit could have multiple members)

122 Pledging Units have pledged

42 Pledging Units have not pledged, i.e. Unpledged (Waivers and resignations are removed from count)

23 Unpledged Pledging Units could roll off as members at the end of 2019 if they do not pledge

For those who pledge, the UUA gives guidance on a ‘Healthy Congregation’ pledge distribution.

According to the UUA the first 25% of total pledging comes from the top 10% of pledging units.

The next 25% of pledging comes from the next 15% of Pledging units. The next 25% of pledging comes from 35% of Pledging Units, the last 25% comes from 40% of the Pledging Units.

This chart shows both the UUA breakdown, and the breakdown of our Pledge Units for the current Canvass:

	<b>Total pledged amount divided into quarters</b>	<b>UUA Recommended Pledge Unit Distribution of total Pledging</b>	<b>FUSTL FY2019-20 Pledge Unit Distribution of total Pledging</b>
<b>Largest Pledges</b>	<b>First 25%</b>	<b>10%</b>	<b>3%</b>
	<b>Second 25%</b>	<b>15%</b>	<b>9%</b>
	<b>Third 25%</b>	<b>35%</b>	<b>19%</b>
<b>Smallest Pledges</b>	<b>Fourth 25%</b>	<b>40%</b>	<b>69%</b>

The median (half of Pledge Units above/half of Pledge Units below) pledge this year is \$1200.

The point to consider for the whole congregation is that we rely on 18 individuals to provide half the revenue for the church, out of 173 eligible Pledge Units.

While increasing membership is indeed critical to the longevity of our congregation, we may have within our current means to create a more financially stable financial footprint now for our church.

By re-examining our own current commitment – especially for those who have not committed or reduced their commitment – there is a possibility for us to initially eliminate a deficit budget, potentially eliminate the need for fundraisers as a way to supplement the budget, and establish a long term goal to reduce our dependency on the Endowment to balance the budget. By considering this possibility, we as a church have a future opportunity to recast our use of the Endowment for more expansive support of both our own congregation as well as the community around us.

## ***Special Gifts and Bequests***

Throughout the year the church receives contributions in memory of deceased members and friends or in honor of people and significant events. Unless otherwise noted, these funds are accumulated in the Memorial Fund. From time to time, by authorization from the Church Council & Board, special projects or acquisitions may be funded from this Fund.

Bequests, when they are received, are added to the Endowment Fund of the church according to a policy adopted by the Board, unless they are specifically designated.

Gifts received in this year include:

### **In Memory of:**

*Mary Frey Hickman*  
*Marlene Schuman (2)*  
*William and Jane Ross (operating)*  
*Dr. Charles Manley (endowment)*  
*Janet Shipton (2)*  
*Mildred Yarrington (7 Spaces Play Area)*  
*Peter Fechner*  
*Mary Carroll*  
*Alice Crowder (Endowment)*  
*Cathy Rauch (Endowment)*  
*Hollis Huston*  
*Dave Detering (Endowment)*  
*Rev. Gary James' Parents*  
*Chester McCormack*

### **In Honor of:**

*Judi Crouch (Auction)*  
*Emily Jaycox (Auction)*  
*Margaret & Jaimie Weck (3) (FCCF)*  
*Margaret & Jaimie Weck*  
*Knitting Ministry*  
*Toward Justice*  
*Dolores Miller (operating)*

### **Anonymous**

*Minister's Discretionary Caring Fund*

# SECRETARY'S REPORT

SUBMITTED BY ERIN MILLIGAN

<b>Sustaining Members</b> <b>(Includes 6 Out-of-Town Members)</b>	<b>251</b>	<b>Resignations:</b>	<b>11</b>
<b>Associate Members</b>	<b>74</b>	Timothy Bastedo	
<b>New Members:</b>	<b>25</b>	Jacy Carpenter	
Anne Barton-Veenkant		Ken Dodds	
Cathy Brown		Rebecca Durst	
Josephine Butler		Meghan Garvey	
Deanna Dopplick		Brittany Hagedorn	
Jon Eman		Dan Livengood	
Gabriel Enz		Kathy McVoy	
John Glebs		John Meyer	
Ellie Hayes		Laura Meyer	
Jan Herzog		Andy Upchurch	
Mitch Herzog		<b>Change to Associate:</b>	<b>8</b>
Melissa Hildenbrand		Paul Dobbins	
Erica Irwin		Stacey Dobbins	
Steve Jacobson		Mary Gould	
Denise Jacobson		Lia Koehler	
Cory Wells Lovell		Jeremy Mapp	
Alyssa Morrison		Rachel Mapp	
Donna Powers		Holly Mueller	
Christine Sessen		Susan Tibbet	
George Sessen		<b>Deaths, Memorial Services:</b>	
Lisa Shoemaker		Dave Detering, Associate Member	
Shawn Stacey		Rose Allen (Friend)	
Daniel Truran		Jerry McAdams	
Luke Steffan		*Mary Carroll	
Stephen Wilke		*Peter Fechner (son of deceased member Virginia Fechner)	
Todd Williams		*Mary Frey Hickman, Associate Member	
<b>Reinstated:</b>	<b>3</b>	* <i>Memorial Garden Internment</i>	
Lia Koehler		<b>Weddings/Union Ceremonies</b>	<b>10</b>
Carol Wray		<b>Child Dedications</b>	<b>2</b>
Ricardo Wray		Adeline and Olive Williams	

# FAITH DEVELOPMENT REPORT

SUBMITTED BY BEN ROSENSWEIG,  
RELIGIOUS EDUCATION COORDINATOR

Children's and Youth Religious Education classes were offered at 10:00am (average attendance was 23 compared to 34 last year). Enrollment was 58 (compared to 68 last year). Our drop in numbers of the past two years is one that the Religious Education Committee is aware of and endeavoring to address. We are hoping the new minister, in addition to having a more active presence on social media will be able to help turn these numbers around.

Members of the **Religious Education Committee** are: **Lynn Hunt, Todd and Shannon O'Boyle, Jason McLure, Sue Herzberg, Andrea Berin, Grace Munie and Joel Minor.**

## Worship

The children continue to meet for **Family/Children's Chapel** once a month (usually on the first Sunday of the month). I introduced a raccoon puppet that reminds the kids about the environment and the web of life. Some of the Chapel themes this year were: Hunger, Social Justice, Voting, Yoga and more. Our RE Garden was not a huge focus this year, but I am planning on making it more front and center during Summer RE. This Spring was a colder and wetter one than for recent memory.

The Halloween Party and Nifty Gifty continue to be crowd favorites.

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. The pageant was a huge success with a full cast, including many cherubs!

## 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. We struggled to staff some of the classes this year, most notably Pre-K Spring and 4th and 5th Spring. I was very grateful to Jason McLure who stepped back in to 4th and 5th for the Spring RE when one of the new teachers - Cory Lovell - decided it wasn't the best fit for him. The classes for the year were:

### 10:00 am

**Pre-K** – *Windows on the World* with **Karen Siegrist** and **Cate Pautsch** (due to low enrollment this class merged with the older pre-school for the Spring half since Karen and Cate did not continue)

**Kindergarten & First Grade** – *Discovering Year* with **Samantha Reser.**

**Second & Third Grade** – *Moral Tales* with **Sue Herzberg** and **Tara Perry**

**Fourth & Fifth Grade** – *History of Religion & Timeless Themes* with **Jason McLure** and **Danielle Kozemczak**

**Sixth & Seventh Grade** – *Bible Stories* with **Kathy, Dan, and Steve Wilke**

There was no **OWL curriculum** or class this year.

**Eighth Grade Coming of Age Class** with teachers **Joel Minor** and **Jan Herzog** explored Unitarian Universalist History, Values and Theology. **Mentors** for the class were:

**Dan Franklin, Judi Crouch, Molly Koebbe, Betty Neill and Steve Wilke.**

The **Youth Group** struggled this year. Sunday attendance hovered between 0-2 participants. They still managed to serve a two hot lunches at Trinity Episcopal (part of the Holy Ground

Collaborative project to help meet the nutritional needs of hungry people in our neighborhood). Youth Sunday Service did not happen. No Youth Conferences in the Region were held. The one Graduating Youth Group senior is: **Emma O'Boyle**. **Sam Hunt** was the Youth Group adviser.

**Summer Religious Education** will be held in June, July and August.

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

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

**Social Justice projects** included our annual Trick-or-Treat for UNICEF, Project ARK Toy Collection, sandwich making, canned goods collection, blessing bags and classroom recycling. Social Justice is a continuing theme throughout 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 plans were revealed to the congregation on Saturday, January 26, and Fundraising projects, like the Easter Bunny Breakfast, began happening thereafter.

### **LREDA Renaissance Modules**

In my desire to become a fully credentialed Religious Educator of the Unitarian Universalist Association, I have begun to search for and take courses, or 'Renaissance Modules' to achieve this. In January and February, I participated in the 'Philosophy of Religious Education' Module.

### **Closing**

I have been extremely grateful for Lynn Hunt's guidance and advice whenever I had a question or wasn't sure about a particular church tradition. The other Religious Education support staff, **Augustine Underwood** and **Rhonda Buergher** have been invaluable supports as well. They are always ready and willing to pitch in to fill in wherever and whenever they are needed.

This was my first year as the RE Coordinator at First Unitarian, and I am looking forward to many more. I love this job, and I love Unitarian Universalism, and hope to keep exploring it with youth and families for many more years. As mentioned earlier, I am hoping to become a fully-fledged and credentialed Religious / Life Span Faith Development Educator. I will continue working through the Renaissance Modules, including other forms of required criteria. For next year, I plan to focus on regular social media updates and messaging, perhaps even some budgeted advertising. If the current ministerial candidate joins this congregation, I am very much looking forward to developing a united front regarding our approach to reaching out to, and welcoming, new and current and past families of the church. I am looking forward to GA, Summer RE, and planning the for 2019-2020 year!

In utmost love and joy for First Unitarian Universalist's children and families,  
*Ben*

\*Report modeled after and pulled from previous years' 2017-2018 Annual Report by Lynn Hunt

# MUSIC DIRECTOR'S REPORT

SUBMITTED BY JOEL KNAPP

Music in our church is alive and well. We continue to improve the quality and variety of music offered in our services. We sang in English, Spanish, Hebrew, German, Italian, and African languages. We sang music from all five musical periods.

To share in the Jewish High Holy Days, we brought in a Cantor from Temple Emanuel. Dan Brodsky sang beautifully. He and Earl Naylor play at Temple Emanuel.

In December we performed FJ Haydn's Kleine Orgel Messe (Little Organ Mass). Earl had a prominent role on the organ and Judy Meyer did an excellent as the soprano soloist. We always get good feedback when we sing with guest musicians. We were able to perform this work with just three outside guest musicians.

Jazz Sunday is always enjoyed and well received. This year we featured our own musicians. Greg Hoeltzel, Dwight Homer, and Pam Geppert had to do a little improvising and did a great job for us.

Our major work in May is going to be Faure's Requiem. Although it is considered a small work, it requires five guest string players, and two soloists.

Other expenses include tunings of the organ and piano, and guest musicians when the choir doesn't sing. Occasionally we purchase a new song. Every expense serves to further the worship experience of the congregation.

Besides the special Sundays, we strive to provide an exciting variety of music that will enrich and inspire the church. Our goal is to wow the congregation and ourselves with the

music we present, whether it is a rousing spiritual or a soft ballad. (I know a musician who likes to say, "even soft can be loud.") A thriving choir can attract people to our church. We look forward to the choir being a catalyst for renewed growth and enthusiasm in the whole church.

Many people commit a lot of time to our church and various ministries, and the choir is no exception. Choir members come to church six times a month. I don't know of another committee/group that meets more than that on a regular basis. That is over 100 hours a year, and that doesn't count travel time, or time spent on individual study. They deserve a pat on the back. Beyond that, many choir members also share their individual talents by serving as guest musicians and performing in small ensembles.

And we can't forget Earl. Our organist puts in so much effort, time and talent. He also uses his considerable experience and knowledge to help us. We are so lucky to have him involved at First U.

We continue to provide a wide diversity of quality music to enrich our services. Music is infused in our lives. We wake up to it and go to sleep to it. Often times it is in our cars. I can't think of a single ritual, or rite of passage that doesn't involve music. Music involves the body, soul, and mind. I hope that more people will receive the benefit that comes from actively participating in music (i.e., joining the choir).

I invite you to consider coming to a rehearsal next Fall and check us out. No obligation to continue, just a chance to see if you might want to join us.



# ADMINISTRATION & PROGRAMMING

SUBMITTED BY LYNN YARRINGTON HUNT

This first year in my new role serving the congregation as the Administrator and Programs has been one of learning and understanding the systems of operation. After this year with knowing what worked, where I made mistakes, where I need to strengthen my knowledge, etc., I plan to move forward with improving procedures and more programming in the next year.

This year was also the first with sharing Religious Education programming with our new RE Coordinator, Ben Rosensweig. I worked with our older children and youth this year while Ben concentrated on the younger children. I am indebted to Ben being able to jump into the work at the beginning of year when I had many family extenuating circumstances that prevented me from giving my full attention to a thorough orientation. Ben was able to immediately assume the lead on much of the work and is a real natural in the work of Religious Education.

Main areas of focus for this year were:

Much time at the beginning of the year was spent on reviewing and updating our website with the capable support and help from Terry Yokota.

We now have regular rental groups almost every night of the week. These groups are small (like AA groups) but they do provide a regular, small source of income, while we, at the same time, can support them and fully utilize our building.

Maintaining our building and grounds requires much attention and we are fortunate to have a dedicated group of volunteers led by Clint Cruse and committed custodial staff in

Elliot and Brandy Smith. Mary Thompson also provides invaluable service as the Sunday Sexton. We have been slowly, but surely cleaning and organizing various closets and storage spaces — hope to finish this by the end of the summer.

Also, some work was done to re-organize the offices, but this was curtailed earlier in the year and it is a goal to return to that and examine our policy for record retention. In addition, the office is in the process of implementing the use of new office emails and will be moving to a cloud storage base for our electronic records. Next year I want to spend time looking at data base options and see what is available that could streamline some of our communications and financial record keeping.

Programming support this year was mainly with the RE program (as mentioned earlier), the Toward Justice group and all church events like Hanging of the Greens and Fellowship Dinner (working with the Church Council). I was able to offer some initial support to Membership and plan to further that effort next year. There are a number of Membership and Leadership programs available through the UUA that I hope we can implement (working in conjunction with our new minister).

In closing, let me say that I truly appreciate all the support I have received during this year. Augustine Underwood and Rhonda Buerger continue to be supportive colleagues. It has also been a pleasure to re-connect with Rev. Gary James from the time he was an intern here. I wish the best for him and Julie in the next chapter of their lives!

# ADMINISTRATION

## **Personnel Committee**

In the past year our committee has assisted in the process of reorganizing church staffing. As a church we are incredibly fortunate to have long-term, committed employees who respond to the changing needs of the organization by thinking creatively about their roles. Our Credentialed Religious Educator, Lynn Hunt, transitioned into the role of directing Administration and Programs for the church this year, while Augie Underwood continues to provide office support (in addition to her role caring for our youngest children). We added additional staff, hiring Ben Rosensweig as RE Coordinator. The Personnel Committee will continue to examine church staffing needs and provide support as the church takes on new ministerial leadership in the next year. The Personnel Committee continues to need new members. I strongly encourage anyone interested in serving on the committee to contact either me or the incoming church President for more information about how to get involved.

*Submitted by Betsy Grimm-Howell*

# CHURCH COMMITTEES, GROUPS AND FUNCTIONS PROGRAM COUNCIL ORGANIZATION

## *Finance/Stewardship Cluster*

Finance Committee  
Canvass Committee  
Chalice Lighters  
Fundraising

## *Facilities Work Group-*

Facilities Committee  
Art Gallery  
Landscaping Committee  
Greenleaf Garden on Holy Ground  
Safety

## *Growth & Engagement Cluster*

Care and Concern Committee  
Hospitality Committee  
Membership Committee  
Pr/Marketing Committee  
Women's Alliance  
Young Adults Group

## *Programming Cluster-*

Archives  
Clark Lecture Committee  
Covenant Groups  
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  
Fair Trade Coffee  
Toward Justice  
Welcoming Congregation

## ***Finance/Stewardship Cluster***

### **Canvass Committee**

See the Finance Committee Report

### **Chalice Lighters**

No activity for this year. Plans are to present information about this program in August 2019.

### **Fundraising/Auction**

So many people helped to make the 2018 First Unitarian auction a successful fundraiser and community builder! Participants included:

Over 60 donors of auction items:

certificates, services, jewelry, baskets, pies, vacation destinations, and sermons!

Dozens of donors of wine, hors d'oeuvres, and desserts

70+ attendees who purchased dinner tickets and bid on items

Countless helpers who set up, cleaned up, checked in, checked out, offered child care, sold raffle tickets, tallied bids, and provided hospitality, music and décor

The Board set an ambitious goal of \$20,000. I am happy to report that the auction yielded around \$24,000 after expenses. Of this, about 20% was from the silent auction, jewelry auction and baskets; 10% was from sign-up events (payment for group outings or activities to take place at a later date); 30% was from the live auction (trips, pies, church parking spaces and pick-the-sermon-topic); and 40% was from the "paddle auction," outright donations from enthusiastic attendees, skillfully and humorously encouraged by the auctioneer, Jonathan Miller (my brother).

If any of these categories had not been part of the auction, we would not have made our goal. All donors and bids, large and small, came

together to make the auction a success, deepening our connections to our church and each other in the process.

The last First U auction was in 2016. That seems to be a good interval for timing of a major fundraiser with this many components: recent enough to retain a good amount of institutional memory about procedural things, but enough of an interval to avoid burnout and staleness.

*Submitted Emily Jaycox*

## ***Facilities Cluster***

### **Facilities**

The Facilities Committee oversees maintenance, repair, modification and upgrades to the building and grounds owned by the First Unitarian Church of St. Louis. Facilities, Landscaping, Green Sanctuary and Aesthetics are fall under the Facilities Cluster and meet together as "Facilities." All focus specifically on maintenance, beautification and the "greening" of the church and church grounds. Current Facilities Committee goals, in support of the overall church mission include:

- 1) Working to make the church a safe and welcoming place for congregants and visitors.
- 2) Seeking, through volunteers and careful management/stewardship, to maintain and improve church properties while staying within our budgets.

Current Members: Clint Cruse (Facilities Chair & Cluster Chair), Lisa Cary & Karen Siegrist (Landscaping Co-Chairs), Stanley Veyhl, John Cuntz, Vicki Carlson, 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 and fundraising projects over the year, for facilities projects that would include Norma Vogelweid, Jeff Till, Terry Yokota,

Woody and Leslie Sullivan, Jeff Cary, Erin Milligan, Aiden Haynes and others. All committees continuously seek new members. During the period encompassed by the current budgetary cycle the Facilities Committee has facilitated/assisted in the following 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 Play Space project.
  - Arranged work days, recruiting volunteers 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).
  - Provided improved wifi service.
- Painting, plastering, cleaning/organizing and various and sundry smaller maintenance and repair projects.

Ongoing/Pending projects:

- Continued updating of the Long Term Maintenance Planning Document
  - Repairs/refinishing of several exterior and interior doors.
  - 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 work.
- Roof patching and resealing.

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

- Resealing parking lot. (~\$6k).
  - Repairs of additional HVAC systems (~\$3k+ each).
  - Replacement of appliances (stove ~\$5k).
  - Acoustic treatments for Fellowship Hall (\$500-\$5K).
- Conduct exhaustive structural building inspection.

*Submitted by: Clint Cruse*

### **Arts and Aesthetics**

Dan Franklin continues to coordinate and manage art exhibits in Fellowship Hall. This year's displays were:

- Landscape Architect renderings of the 7 Spaces Garden Play Area (sponsored by the Play Area Task Group)
- Clint Cruse's exhibit, 'The Living Embodiment of Spring'

### **Landscaping Committee**

Our first church gardening day was on March 24<sup>th</sup>. We encourage all church-goers to take part in these gardening days, which happen one Sunday each month in March – 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, including Jeff Till, Dottie Kinscherf, Luke Steffen, Alvin Vlietstra, Clint Cruse, and Todd O'Boyle.

Most of our yearly budget goes to lawn care, occasional pickups of wood waste, and maintaining the irrigation system. Two ash trees, including the tree in the Memorial Garden, are treated every other year against the Emerald Ash Borer. We're also starting to renovate the grass lawn in front of the church.

We're very grateful for ongoing help from Doris Pree, who continues to help pay for lawn care and other needs that inevitably arise! Another generous donor continues to

fund new trees and the trimming of our existing trees.

The current Landscaping Committee is Karen Siegrist, Vicki Carlson, and Lisa Cary. We also benefit from the help and moral support (and wine and chocolate at all meetings) of the rest of the Facilities Cluster: Clint Cruse, John Cuntz, and Lynn Hunt. 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**

We continue to grow vegetables which are donated to the Trinity Food pantry. This coming summer the plan is concentrate on low maintenance sweet potatoes in the garden.

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

### **Care and Concerns Committee**

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

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

The Care and Concerns Committee continue to offer visits, cards, meals, calls, transportation, shopping, care giver respite and emotional support in times of hardship. Volunteers assisted with referrals to community resources

and with three memorial services and receptions this year. The Committee also coordinated a farewell reception for long-time members Bob Franklin and Jeanne Morrell-Franklin before they moved to Washington state to live nearer to their adult children.

The Young Adult Group baked breads for volunteers to take to homebound members of the congregation over the winter holidays.

Volunteers delivered flowering plants in the Spring to folks who have not able to attend or who have been bereaved.

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

*Submitted by Sue Ashwell, Chair*

### **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 re-supplying 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, recently bereaved, have a new baby, etc.

### **Membership Committee**

First Unitarian welcomed 25 new members!

This year, a welcome letter accompanies the first newsletter sent to visitors. Visitor orientations with the minister are held once every month or two. The membership committee tries to have a person greet visitors from 9:45-

10:10 on Sunday mornings. Many visitors arrive just as service starts and often go straight to service instead of providing contact information in our visitors log book. An idea that is being explored for the upcoming year is to have contact information forms available in the pews which could be dropped into the collection plate and/or the basket on the table with the yellow name tags.

A person may sign the membership book at any time as long as either the minister or the president is able to witness the signature. New member packets have been assembled by the office. On June 2, 2019, a celebration brunch will be provided for people and families which have joined.

*Submitted by Sue Fazio*

### **PR/Marketing Committee**

Our “The Search is the Answer” banner continues to adorn the corner fence in front of the congregation. It is, after many years, getting a bit worn, so we hope to have a replacement printed sometime next year. Periodically, as I have the energy (given that I am the only active member of the committee, with Linda Fiehler assisting when she can) we set up the PRM table in Fellowship Hall to sell First Unitarian-branded t-shirts and other paraphernalia. I still hope — someday — to produce the First Unitarian license plate frames, but that has not come to fruition yet.

*Submitted by Donald Jeffries*

### **Women’s Alliance**

The Women’s Alliance of the First Unitarian Church is a group of women who aspire to provide fellowship, interesting and informative programs, and support for our members and church community. Currently we have 22 members and 10 friends or out-of-towners. A major project is the awarding of a yearly scholarship (\$3000 current year) to a woman 21 years or older who is finishing her education, is a member or active friend of a

UU church or fellowship in our area, and a registered student. At this writing, several applications have been received for next year, and a decision will be made by the Scholarship Committee in late spring. Original funding of the scholarship was a bequest from Edna Landzettl which was invested, has grown and been supplemented by many contributions over the years. We are pleased that Augustine Underwood, a valued member of our church staff, is the recipient of this year’s scholarship. Other uses of our budgeted funds include a substantial gift to the church, and donations to community nonprofits such as South Side Early Learning Center, Gateway 180, Nurses for Newborns, Planned Parenthood, Gateway Greening, and Habitat for Humanity.

Members may suggest organizations deserving of Alliance support. Our funding is from various sources: member dues are \$30/year; Opportunity Shop (managed by Helen Cadoret and Judi Crouch) contributes (in addition to giving \$400 to our Transylvanian partner church for educational expenses for their students); there are donations and bequests from members; and wise investments.

During the church year, we meet twice a month at noon on the second and fourth Tuesdays (only one meeting in December) for a bring-your-own-lunch, with coffee and dessert provided. On the second Tuesday, a business meeting open to all members precedes lunch. At 1p.m., an interesting program is presented, with time for questions/discussion. Programs are open to all, and many fascinating topics have been explored this year, courtesy of Alliance and church members including Tom Archer, Dr. Stan Birge, Esley Hamilton, Gwenne Hickman, Charles Kindleberger, Rosemary Lawton, Kimberly Perry, Carole Watson, and Terry Yokota. Other programs included “On Being a Muslim” (Gihan Kader); “The Writing of a Book” (Andie Jackson); and “Yellowstone Conservation” (Patrick Osborne). We are very

grateful to all our presenters for being willing to give us their time and enlighten us with educational programs. During June, July, and August, we get together once a month for an activity suggested by members: often a special lunch, perhaps with a visit or tour of a unique site—it is always enjoyable.

Officers this year: President—Dori Miller; Vice-President—Judy Till; Treasurer—Judi Crouch; Secretary—Susan Knoll; Finance Chair—Lori Calcaterra; Program Chair—Jeanette Myers- Churchship—Judy Till; Scholarship Chair—Karen Siegrist. As required by our by-laws, a new slate of officers and chairs for next year has been proposed by a nominating committee and will be voted on at our next business meeting.

The Women's Alliance has had a very productive year. Our members have many talents and interests which emphasize the diversity of the group. We always like to add new members and will warmly welcome any woman of the church who wishes to participate.

*Submitted by Dori Miller*

### **Young Adults Group**

Greetings from the

First U Young Adults Group, a place for those in their 20s and 30s to connect, reflect, be of service, and have fun! Our mission is to build connections among the young adults at First Unitarian, between the young adults and the wider congregation, and between our group and the St. Louis community. In the past year, we've continued some traditions and had some exciting new adventures. A few highlights include:

- Continuing our monthly vespers services, and contributing to many Fellowship Friday services as well
- Organizing the second annual all-ages "Cardboard Play Day" in October
- Hosting our annual "Friendsgiving" potluck in November and holiday party in December
- Purchasing holiday gifts and necessities for

not one but TWO families this year through the 100 Neediest Cases program (thanks to everyone who contributed!)

-- Hosting a "vision boards" workshop in January to kick off the New Year

-- Launching our "Interfaith Field Trips" program to connect with young adults at other places of worship around St. Louis

-- Connecting with the wider UU denomination with our fantastic trip to General Assembly last July, and Regional Assembly here in St. Louis this April

-- Formalizing our mission statement and setting goals for the year, which we have largely achieved!

Young adults also taught in the RE program, sang in the choir, served on many church committees, volunteered at numerous dinners and events, performed at the Feel the Love Coffee House, baked pumpkin bread for the Care & Concerns Committee, and more! As always, 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 archives continue to be maintained by member Melanie Fathman.

### **Clark Lecture Committee**

Please see the Toward Justice report.

### **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 - 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; Jon Eman — Young Adult Group; and Shawn Stacey) — Metaphysics group. Two of the groups, Metaphysics and Chesla/Veyhl, disbanded. There is a need to re-vitalize this program which serves as an important component in community building and spiritual exploration of individuals. I would like to train several more people to lead groups and have them ready to engage new people by the beginning of next church year.

*Submitted by Lynn Yarrington Hunt*

### **ERDE**

Our ERDE (pronounced air'-deh) Circle of church members meet after Church on the fourth Sunday of each month. We begin our meeting with a "Check-in" which gives each person a chance to share how they are doing and to be listened to with closeness and caring. Our ERDE group Honors the Sacredness of our "Beloved Mother Earth" by creating Sacred Rituals that we invite our Church members to participate in and that are family friendly.

The rituals we offered this year included:

Summer Solstice in which we met at a Labyrinth. Our ritual was "Labyrinth Meditation" in which we walked the Labyrinth in silence allowing "Nature to teach us the beauty of stillness" (Tolle).

Our Fall Equinox Celebration was part of our Fellowship Friday Service. The theme focused on the idea of "Balance." We were able to partner with each other in doing balancing poses. "A story for all ages" was told and then we ended the Service singing the chant, "We are a Circle within a Circle."

For Winter Solstice, the theme was "Hope returning with the Light." We were led in a Meditation that focused on "Growing light, hope and healing energy inside of us." Each person then had a chance to write down their hope and share it with the group. We then went outside singing and dancing to "Here comes the Sun." As we formed our circle around the fire, we each threw our hope into the fire "So our Hopes can rise with the flames."

At Fellowship Friday Service, we celebrated Spring Equinox and our theme was "Transformation." A story for all ages was told and also Transformation Seed Dance and Clay Transformation activities were shared. We ended our celebration by singing the chant "We are the Rising Sun." Once our Circle was opened, our guest, Mark Biehl, provided a beautiful "Singing Bowl Meditation."

To come together to create and to share Rituals that "Honor our Mother Earth" is truly Earth Based Spirituality.

*Submitted by Susan Morse*

### **Flower Coordinator**

Fresh flowers for Sunday services are 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. sFinally, special thanks go to Cathy Rauch for creating the beautiful Thanksgiving cornucopia again this year.

*Submitted by Dottie Kinscherf*

### **John Learned Bookshop**

George Matusek continues operate the used bookstore every Sunday.

### **John Learned Library**

Between May 1, 2018 and April 30, 2019, the Library Committee purchased 14 books, both new and replacement titles. The library acquisitions this past year were selected to support our members and friends in their spiritual quest, our lay leaders in their service to the congregation, and our church's participation in the Toward Justice project and our larger community.

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 2018-2019: Sarah Dashner, Dottie Kinscherf, Dori Miller, Joel Minor, Woody Sullivan, and Terry Yokota.

*Submitted by Terry Yokota*

### **Lewis Ministerial Internship**

Inactive 2018-2019

### **Music Committee**

The Music Committee members are Pam Geppert, Greg Hoeltzel, Dwight Homer, Judy Meyer (chair), Carolyn Toft and John Watson. Ex-officio members are Joel Knapp, Earl Naylor and Norma Vogelweid (chair of the Worship Committee). Our biggest challenge this past year has been trying to figure out how to present excellent music for worship services with a limited budget. We appreciate members and friends who have donated their musical talents on non-choir Sundays. The First Unitarian Church community has said many times---via surveys and comments-overheard-at-coffee---that good music presented by excellent musicians is a major component of the inspirational services of our church. Also, members of the choir greatly appreciate all the support shown by members of the First U community---especially the warm and complimentary

comments following "Music Sundays."

Members of the Music Committee continue to work with the Worship Committee as we provide whatever assistance is needed to create beautiful and meaningful Sunday morning worship services. We have recently enjoyed a thoughtful and stimulating presentation by Nick Pendergrass, a UU now attending First Unitarian. Nick and his wife Mary (a newer member of our choir) have been members of several Unitarian churches throughout the country. Nick has some new ideas for energizing our music program which we hope to incorporate this coming fall. If you would like to join us in our endeavors, please contact any member of our committee. We have fun meetings and good snacks!

*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, Tom Craddock, Gabe Enz and Lori Calcaterra & Roy Taylor. Frequent substitutes were Margaret Weck & Jamie Laing. Thank you all!

### **Worship Committee**

The 2018-19 Worship Committee embodies the innovation and tradition at our church that is a vibrant expression of Unitarian Universalism. In the autumn the committee welcomed two new members. The six of us work with our minister, Rev. Gary James, in offering worship that moves everyone towards lives of wholeness, service, and joy. WC plans services for one out of four Sundays during the church year and approximately ten services during the summer (arranging for guest speakers, visiting ministers, or service leaders from our own congregation). On WC Sundays, we collaborate creatively with Joel Knapp, Music Director, Earl Naylor, Organist, and the Music Committee, as well as with Ben Rosensweig, RE Coordinator, for integrated services. Sensitive to the fact that the congregation was

entering its third year of interim ministry, we initiated a special series of five services. Led by WC members, the themes aspired to release our spiritual resources during this time of transition and waiting. This congregational attentiveness by the WC will continue with a planned summer worship roster that will feature several “covenant” services. These covenant services will lift up the spiritual perspectives of various groups who serve our church community.

Recruiting and coordinating Worship Assistants is a responsibility of the WC. We know that WAs are critical in opening worshipers to the power of Sunday services. The committee decided that a WA no longer had also to be a WC member. Five congregants became new Worship Assistants this year. A “WA Orientation Guide” was developed to give techniques of public speaking.

Imagining and experimenting with more avenues for engaging meaning in our lives are what excites the committee. This year we collaborated with the minister to create innovative worship programming, including a jazz-themed Sunday and a service dedicated to the poetry of Rumi. Here are some manifestations of our spiritual imagination this past year.

1. Intention: to cultivate presence for worshipping. Over a month we encouraged people to enter the sanctuary through the Dodson Room, making entering a conscious act that “wakes us up” on a Sunday morning.

2. Intention: to renew reverence for ceremony. Instead of the WA speaking the Chalice and Candle Lighting text at the same time a congregant moves around lighting them, the WA now invites the congregant up and then waits until the task is done; the silence allows worshipers to enter the sacredness of the very act of lighting as well as be focused for the message that follows.

3. Intention: to deepen reflection on the grounding our UU faith can give us, especially necessary during transition, by using a fuller symbolism of nature’s cycle in the sanctuary.

Instead of taking all banners down between New Year and Easter, as in some past years, we left the Flaming Chalice banner hanging as a reminder that there is always a life force renewing us spiritually deep below. The plan was to hang more banners gradually in the empty space, mirroring how spring slowly, randomly breaks up winter. This initiative was cut short as the minister concluded that the lack of symmetry was bad aesthetics in the sanctuary.

4. Intention: to renew reverence for ceremony: the WA sometimes visibly stands up on the chancel to ring the bowl and allow its ethereal voice to sing out. (We continue to work on the right touch!)

All of these initiatives stepped outside of routine. Explaining the intentional motivation behind each was restricted to periodic notices in the Yellow Pages and E-News due to the minister’s concern over too much wordiness at the beginning of Sunday services. The WC’s experience is that too few people pay attention to these channels of communication. Thus a WC priority going forward is how to convey the meaning behind any future changes also from the chancel, either by the WA or the minister, while being mindful that our Sunday practice should be a crisp and compact use of words.

We look forward to welcoming our next minister, whether it be interim or settled, and working in partnership to continue both our revered traditions and building on opportunities to refresh and renew our collective worship experiences.

*Submitted by Sarah Dashner,  
George Grimm-Howell, Dwight Homer,  
Rev. Gary James, Bryson McIntyre,  
Judy Meyer (Music Committee Chair),  
Norma Vogelweid (Chair)*

## ***Outreach and Social Action***

### **Fair Trade Coffee**

The Fair Trade Coffee Project at First Unitarian sells Fair Trade coffee, chocolate, cocoa, tea, and olive oil; most of the products are also organic. For every pound of fairly traded products sold through the UUSC Coffee Project (of which we are a part), Equal Exchange donates 20 cents to the UUSC Small Farmer Fund. Our sales of Fair Trade products totaled \$4688.00 in the past year (5/1/18 through 4/30/19), providing support to small farmers around the world. This puts our congregation in the top 5% of congregations and community groups that partner with Equal Exchange. Thank you!

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

### **First Church Community Fund**

The FCCF is a restricted endowment fund, created by deceased member Renni Shuter, that 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 fund small social service organizations and help them 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 2018 to the mailing list of over 90 local organizations, and eighteen grant proposals were received in late October 2018 representing a total request of \$ 10,646. This year's draw-down of 5% of the 13 quarter rolling average of the balance in the fund, had been bolstered by sizable 2017-18 donations from the Shuter Family and memorial bequests following

Renni Shuter's death in 2014. As a result, the committee had \$4,800 available to distribute this year. All of the proposals were reviewed by the committee on September 26, 2018 and ten organizations were selected to receive funding this cycle: Cornerstone Early Learning Center, Crime Victim Center, Joe's Place, Independence Center, International Institute of Metro. St. Louis, Grace and Peace Winter Shelter, Trinity Food Ministry, Room at the Inn (St. Louis County), Places for People, and Safe Connections. The average grant size this cycle was just under \$480 with no individual successful grant being for less than \$ 400 or more than \$ 500. The awards were announced and checks distributed in person to representatives from each organization during the Sunday Service on October 28, 2018.

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 20, 2019. This year's theme was, *Feeding Souls*. 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 2019. The members of the FCCF committee for 2018 -19 were: Margaret Weck (chair), Reena Chesla, Kay Dusenbery, Donald Jeffries, Rosemary Lawton, Alyssa Morrison, and Laura Zacher. Representatives of the Shuter Family: Beth Herbster, and Dale Shuter

*Submitted by Margaret Weck*

### **Holy Ground Collaborative**

The HGC now has 7 member congregations, with the addition of the Church of Christ of the Latter Day Saints this last year.

Each year, around May-July (the month tends to change each year) we collect donated food at the Richmond Heights Schnucks, for the local HGC food pantries, under the auspices of

the St. Louis Food Bank (they get the credit for the donations, but the HGC pantries get the actual food items). This has been, and continues to be, a very successful project.

Additionally, our Micro Lending Program now has \$36,000 in donated funds to lend to low-income residents in three designated zip codes (loans up to \$500, no interest, payable within 18 months). Heretofore, we have had around 10-12 applicants for those funds.

The Food Pantry collection baskets in the entryway to Fellowship Hall provide supplemental food items for the Trinity Food Pantry. The HGC congregations continue to provide, on a rotating basis, a once-a-month meal for the Trinity Hot Lunch Program, as they have for more than a decade.

Additionally, the HGC congregations support social justice projects, as they arise, in the CWE neighborhood.

*Submitted by Donald Jeffries*

### **Partner Church Committee**

Current committee members are: Claire Birge, Stan Birge (Treasurer), Judith Crouch, Tom Crouch, Peggy Feinberg, Betsy Grimm-Howell, George Grimm-Howell, Gwenne Hickman, Erin Milligan, Alyssa Morrison (Co-Chair), Mike Nolan, Kimberly Perry (Co-Chair), Carole Watson, John Watson, and Laura Zacher. Many thanks to former members Jeanne Morrel and Bob Franklin for their long-time support of the committee's work.

This year has been a busy one for the Partner Church (PC) Committee. September 22 - October 4, Erin Milligan and Kimberly Perry joined other UUs on a trip organized by the UUPCC (UU Partner Church Council) to Transylvania during which they visited many historic sites, celebrated the 450th anniversary of the Edit of Torda, and spent several days in our partner church village Csokfalva. They brought gifts from First Church's Knitting Ministry and a lovely stole created by Cathy Rauch for the minister Rev. Lorant Tokes, all of which were gratefully received.

Several successful fund raising events were held during the year, including the holiday bake sale December 9, designated collections November 4 and July 7, and dinner/program November 10. The last was part of "Partner Church Week" in early November 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. George Grimm-Howell, PC committee member and ministerial student, preached November 4 at the PC Sunday worship service a sermon titled "The Fire of Commitment." The theme of the Saturday night November 10 PC Dinner was "It Takes a Village" and featured a talk by Kimberly Perry on the fall UUPCC trip to Transylvania, presentation of a gift from Rev. Tokes to Rev. Gary James, and folk dancing led by Rex and Nancy Couture. The committee is grateful to have also received funding from the church's Women's Alliance.

Members of the PC committee have been discussing with the other US partner churches of Rev. Tokes a visit by him to his US churches. We are also discussing having the Csokfalva church board president and his wife accompany Rev. Tokes to St. Louis. Current plans are for the visits to be in spring 2020. The PC committee prepared for a visit by a ministerial candidate.

Members of the committee attended the UUA Regional Assembly workshop April 6 by UUPCC Executive Director Rev. Roger Bertschausen on the evolving nature of partnership and how to enhance engagement. 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. The Women's Alliance contribution helps to partially fund the student scholarships. A proposed revision of the Church Policy on use of the PC reserve fund was submitted to the Policy Board and Finance Committee.

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 from Csokfalva to St. Louis, 3) exploring opportunities to increase communication between our congregations, and 4) bring Rev. Tokes and possibly members of his congregation to St. Louis for a visit.

*Submitted by Co-Chairs Kimberly Perry and Alyssa Morrison*

### **Social Responsibility Committee**

The SRC continues to sponsor the Sandwich Making Project. We also accept nominations for nonprofit organizations and church committee for the bi-monthly Designated Collections.

Designated Collections for this fiscal were:

UU Service Committee: \$442.00  
St. Martha's Hall: \$566.00  
Hooties Rescue Haven: \$440.20  
Camp Sherwood Forest: \$395.00  
Sandwich Making: \$583.25  
Trinity Hot Lunch: \$602.25  
Arch City Defenders: \$717.00  
STL Lawyer Foundation - Banta Foundation: \$660.00  
Metropolitan Congregations United: \$463.75  
Gateway 180: \$619.00  
PotBangerz: \$644.60  
South Side Early Childhood Center: \$619.00  
Dream Builders: \$540.77  
UU Service Committee: \$684.20  
Voices for Children: \$765.50  
Camp Sherwood Forest: \$433.25  
Prison Performing Arts: \$501.25

Little Bit Foundation: \$855.05  
Gateway Greening: \$538.45  
Robert Ford Haitian Foundation: \$615.50  
City Garden Montessori: \$326.00  
St. Martha's Hall: tbd  
Sandwich Making: tbd  
Healing Action: tbd

*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. Lunches consist of a sandwich, a bag of chips, a pouch of fruit snacks, a pair of cookies, 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 and delivered to shelters that distribute them to anyone who knocks on the door looking for food. This summer, we will again participate in Summer Outreach operations with St Louis Homeless Winter Outreach from Memorial Day through Labor Day. Summer Outreach involves direct distribution of food and drink by volunteers on the days when people are hungriest due to the continual contraction of community support programs.

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 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:

- Presented a forum on 'Right to Work' legislation.

- Planning and presenting a summer worship service using Pablo Friere's *Pedagogy of the Oppressed* as a framework.

- Participate in the CLEAN MO, Raise the Age Raise the Wage Campaigns

- Support Metropolitan Congregations United School to Prison Pipeline reform campaign.

- Organized a tour of an exhibit by Kehinde Wiley at the St. Louis Art Museum with docent Sarah Greisbach.

- Arranging for a presentation by Faith and For the Sake of All.

- Arranging for a presentation on White Privilege Journals with follow-up discussion of the journals

- Serving as the Clark Lecture Committee.

  - The lecturer was Brittany Packnett who came to national prominence during the Ferguson Uprising and was a member of the Ferguson Commission.

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

*Submitted by Lynn Yarrington Hunt*

## **Welcoming Congregation**

The mission of the Welcoming Congregation Committee is to ensure a safe and nurturing environment for LGBTQ+ people at First Unitarian Church. Current members of our committee include: Ashley Gray, Michelle Green, Jess Green, Betsy Grimm-Howell, George Grimm-Howell (chair), and Bryson McIntyre.

A focus for the committee this year has been living into the Five Practices of Welcome Renewal recommended by the UUA for congregations who intend to maintain their Welcoming Congregation status. This recognizes that welcoming is not an "achievement" or merely a statement that we are welcoming, but an ongoing process that spurs us toward true radical welcome that changes us in tangible ways. The five practices include:

1. **Achieving Welcoming Congregation status**, which we have done, but this is only the first step.

2. **Incorporating Welcoming Worship Services** into our ordinary calendar of worship every year, which we currently do on the last Sunday of June for St. Louis Pride. However, we can and should do more than one themed service a year, and that will be an aspiration for next church year. Another area of focus has been encouragement for members, friends and worship leaders to incorporate the practice of stating their pronouns, recognizing that this can be a critical element of welcome for TGQNB (trans, gender queer, and nonbinary) folx.

3. **Recognizing and celebrating of the various Welcoming Days of Observance.** We have begun sharing LGBTQ+ observances monthly as part of Joys and Concerns during worship, for example, Trans Day of Remembrance in November, and Lesbian Visibility Day in April.

4. **Hosting a Welcoming Congregation educational seminar.** To support congregations in learning and growing, the UUA makes curriculum available, and the committee will

seek to do another seminar in 2019-2020.

**5. Supporting a Welcoming Project** that uplifts the dignity of people in our community who identify as LGBTQ+/TGQNB (lesbian, gay, bisexual, transgender, queer / trans, gender queer, nonbinary). We aspire to do more in terms of generating financial support for a deserving organization, as we have in the past with support of a trans housing project.

In addition to the activities above, the committee successfully sponsored the annual Feel the Love Coffee House this past February, which is a free, all-church event that creates an intimate, LGBTQ-friendly setting to share our talents with each other in celebration of human love in all its forms.

This June we will be active in promoting First Church's participation in the St. Louis Pride parade in collaboration with other metro UU churches, along with supporting the UU booth at St. Charles Pride.

Finally, this July, in a joint effort with our church's Toward Justice committee, we will be sponsoring a special photography exhibit featuring portraits of transgender people by visual artist Jess Dugan. After spending a few weeks at First Church, the exhibit will move to Central Reform Congregation and later to Washington University.

Because we want to do more, the committee is actively seeking new members, whether allies or LGBTQ friends and members.

*Submitted by George Grimm-Howell*







