



Grow it Forward

ANNUAL REPORT 2020
FIRST UNITARIAN CHURCH OF ST. LOUIS

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FIRST UNITARIAN CHURCH OF ST. LOUIS

2020 ANNUAL REPORT

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2019-2020 ANNUAL MEETING AGENDA
SUNDAY, MAY 24, 2020 HELD ONLINE VIA ZOOM
(ORIGINATED WITH THE CITY LIMITS OF ST. LOUIS, MO)
FIRST UNITARIAN CHURCH OF ST. LOUIS, MO
FIRST UNITARIAN CHURCH OF ST. LOUIS, A CORPORATION

Call to Order and Welcome	Sue Ashwell, President
Opening Words	Rev. Kim Mason
Reading of the Congregational Covenant	Margaret Weck
Minutes of the 2019 Annual Meeting	Pamela Geppert, Secretary
Church President's Report and Remarks	Sue Ashwell
Minister's Report	Rev. Kim Mason
Church Council Chair's Report	Charlie Kindleberger
Recognition of the Ministerial Search and Ordination & Installation Committees	Sue Ashwell
To consider and report upon a proposed amendment to the Bylaws regarding Programming Cluster Coordinator position on the Church Council & to allow the Board Secretary to correct typos and formatting errors in the Bylaws	Sue Ashwell
To consider and vote upon the proposed slate for the Policy Board and Church Council Committee	Alison Lamothe, Member Nominating and Leadership Development Committee
Church Treasurer's Report and Budget Presentation To consider and vote upon authorization to draw an additional 4% from the Endowment Fund for FY 2020/2021	Kathy Wilke, Treasurer Steve Smidowicz, Finance Committee Chair
Presentation of the <i>Melanie & Anthony Fathman</i> and <i>William W. Ross Awards</i>	Sue Ashwell
Recognition of Officers, Trustees and other Leadership	Sue Ashwell
Closing words	Rev. Kim Mason
Adjournment	

MINUTES OF THE 2018-2019 ANNUAL MEETING
OF FIRST UNITARIAN CHURCH OF ST. LOUIS, MISSOURI
AND FIRST UNITARIAN CHURCH OF ST. LOUIS, A CORPORATION
SUNDAY, MAY 19, 2019

A quorum was met

Ministerial Search Committee – Prior to the formal start of the meeting, Amanda Kracen made an announcement on behalf of the Search Committee and the upcoming candidating week for our new called settled minister, Kim Mason.

Policy Board President Kathy Wire called the meeting to order at 11:44 am and requested approval that George Grimm-Howell moderate the meeting. So approved.

Rev. Gary James gave the Opening Words.

Kathy Wire read the Congregational Covenant.

Policy Board Secretary Erin Milligan presented the Minutes from the 2018 Annual Meeting and thanked the congregation for allowing her to serve as secretary for the last five years. George Grimm-Howell asked for a vote that the Minutes be approved. So approved.

Kathy Wire provided a review of the President's Report, discussed the role and work of the Nominating Committee, discussed the work and dedication of the Search Committee in producing settled minister candidate Kim Mason, and discussed new membership in the church. Kathy discussed the new Board that will be taking over and described this as a positive for the church – those that are stepping up with new energy. Kathy described two big challenges facing the church – our finances and volunteer energy. George Grimm-Howell asked for a vote that the President's Report be approved. So approved.

Rev. Gary James provided a review of the Minister's Report and reviewed his work as Interim Minister over the last three years. He discussed the leadership development process. He discussed the conflict resolution process. He discussed processes involving the new settled minister and commended the Search Committee for their hard work. Gary indicated that church membership is stable and growing with the addition of 40 new members over the last three years. George Grimm-Howell asked for a vote that the Minister's Report be approved. So approved.

Church Council Chair

Charlie Kindleberger commended the work of the Cluster Chairs and thanked Church Administrator Lynn Hunt for keeping the minutes of their monthly meetings. Charlie indicated that the committees continue to be engaged in goal setting and described this as a partial success for this year. Charlie indicated that the Church Council will continue to focus their work in the areas of race relations and homelessness. Finally, Charlie indicated that a goal is to improve involvement within committees. George Grimm-Howell asked for a vote that the Council Chair's Report be approved. So approved.

Kathy Wire thanked the hard work of the Transition Team and recognized those who have served.

Kathy Wire moved on to discuss the proposed amendment to the bylaws which would create a change with regard to Associate Member Status and gave a history of what Associate Membership status has meant in the church in recent years. Kathy discussed the proposed amendment and took questions from the congregation about what will come of current Associate Members. Kathy explained that current Associate Members will have the ability to remain if they petition to stay in that status. Kathy stated that any financial contribution by an Associate Member is sufficient to maintain membership. Kathy explained that there are no significant differences between a “friend” and an Associate Member. Kathy stated that the bylaws don’t clearly define what Associate Membership status is, and that the bylaws give authority to the Board to determine the minimum donation. Members still have the ability to ask for a waiver of their financial obligation. George Grimm-Howell facilitated the congregational vote on the change to the bylaws. Proposed amendment passed.

Nominating Committee Chair John Knoll discussed the slate of nominees prepared by the Nominating Committee. John discussed the work of the Nominating Committee and indicated that their work will be ongoing. George Grimm-Howell requested a congregational vote on the slate. Slate of nominees:

Policy Board

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)

Church Council

Charlie Kindleberger, Church Council Chair
Lisa Cary, Facilities Cluster
Steve Smidowicz, Stewardship Cluster.
Slate was approved.

Treasurer Kathy Wilke presented her report along with a budget presentation. Kathy indicated that as Treasurer, she’s been striving for consistency over the years. Kathy indicated that some additional monies have recently been located, she’s attempting to determine where they’ve come from. Kathy is optimistic about our financial situation. Kathy indicated that Steve Smidowicz is in the process of calculating our “fair share” contribution to the UUA. George Grimm-Howell requested approval of the Treasurer’s Report. So approved.

Presentation of the Anthony and Melanie Fathman and William W. Ross Awards were made to Larry Dusenbery (for the Anthony & Melanie Fathman Award) and Emily Jaycox (for the William W. Ross Award).

Incoming Board President Sue Ashwell thanked Kathy Wire for serving as the Policy Board President and presented her with a gift from the congregation. Sue also thanked Jim Wire for the many hours of assistance he provided in getting the church’s office in better shape. Sue then thanked Rev. Gary James (and Julie) for his service to the congregation as Interim Minister over the last three years. Gary was presented with a gift certificate as a token of thanks.

Rev. Gary James thanked the congregation for the gift and gave a benediction at the close of the meeting. He finished with a quote from T.S. Elliot.

The Annual Meeting was adjourned at 1:03pm.

The meeting was followed by an introduction video prepared for our congregation by our potentially newly called settled minister candidate, Kim Mason.

**POLICY BOARD ROSTER
2019-2020**

Church Officers

Sue Ashwell..... Church President
Margaret Weck Vice President
Pamela Geppert..... Secretary
Kathy Wilke..... Treasurer

POLICY BOARD MEMBERS

Andrea Berin (2020)
Karen Siegrist (2020)
Joel Minor(2021)
Sarah Francois (2022)
Eugene Rubin (2022)
Stephen Wilke (2022)

CHURCH COUNCIL ROSTER 2019-2020

CHURCH COUNCIL MEMBERS

Charlie Kindleberger (2020)

Church Council Chair

Rosemary Lawton (2020)

Social Responsibility Cluster

Appointed to replace unfulfilled term of George Sessen

Lisa Cary (2022)

Facilities Cluster

Erin Milligan (2020)

Outreach and Engagement Cluster

Appointed to replace unfulfilled term of Sue Fazio

Steve Smidowicz (2020)

Stewardship Cluster

Rev. Kim Mason

Programming Cluster

MINISTER'S REPORT

SUBMITTED BY REV. KIM MASON

What a year it's been! I write this while staying at home during the Corona Virus pandemic and while we as a church, a community and a nation, are facing many unknowns. Arriving in August felt like a whirlwind of names and faces, of learning the rituals and routines of the congregation. It's been a joy to be part of First Unitarian this first year. My goal for our first year together was to participate in the life of the congregation, experiencing each tradition and developing relationships without making major changes. Learning the stories of the congregation and connecting with each of you has been a wonderful part of that process. I am grateful for the seven months we had before the arrival of COVID-19 in the St. Louis community, and even more grateful for the community of First Unitarian during this pandemic. Our relationship is just beginning and I am honored by the trust you've placed in me and the church leadership during this time. I am touched by the ways you're showing up for each other and your resiliency as a community through this uncertain time. You inspire and humble me and I am very much looking forward to the time when we can safely gather again. Thank you for your partnership in the shared ministry of this congregation.

Worship

The year began with the sound system offline. Clint Cruse found the church an auxiliary system that worked in the sanctuary and was an improvement for the chapel. The system worked well until we were able to get the regular system up and running. One downside of the auxiliary system is that no services were recorded during that time. The regular system got up and working in October to much rejoicing! Unfortunately some issues remained. Nick Pendergrass worked diligently over several months to adjust the settings on the system to equalize for a higher pitched voice (most presets are for a lower pitched voice). Anecdotal reports are that the sound is much

improved.

The Worship Committee, headed by George Grimm-Howell, was a wonderful partner in crafting worship. We have a full team of worship assistants and held a worship assistant training in the fall, as well as a worship committee retreat. One of the results of the retreat is the implementation of theme-based worship. Theme-based worship is the application of a month long theme or topic that is explored in sermons, readings and music. Using theme-based worship has allowed myself and the music staff and volunteers to plan music much further ahead. Both Earl Naylor and Joel Knapp have been great partners in planning ahead for ways we can collaborate. We have purchased a one year subscription service for theme-based ministry, which sets the theme for each month, and provides a resource packet for each month with suggested readings, opening words, prayers, etc. *It does not provide sermons. It also provides social media images and should we choose to expand our subscription, can also provide religious education resources and covenant group resources for a church-wide theme-based ministry.*

Our highest attended in person Sunday service was the Thanksgiving Cornbread Communion service on November 24, 2019. Prior to the pandemic, average attendance was up over last year, by almost 30%. November 24 was also the day of my ordination and installation as your minister. Planning all the details that went into the weekend was a monumental task and could not have happened without the work of a team of folks guided by Jane Hoekelman and the help of so many members of this congregation. Thank you for making that day so very very special!

In mid-March we embraced the challenge of moving worship online when limits were placed first on the size of gatherings, and then additional orders were placed advising people to remain at home. Having coordinated online

access to worship and candidating week, Claire Weichselbaum was integral in getting First Unitarian online during this pandemic. Online worship has provided both challenges and benefits. We have chosen to upload our recorded services to YouTube after we gather on Zoom. That means that all content we present must be either fair use or have copyright permissions. Staff and worship leaders now spend a considerable amount of time each week making sure we can stream our content online. Another downside is that members without computers or smartphones can only join via audio on their phone. One of the benefits of worship via zoom has been coffee hour. With breakout rooms randomly assigned, folks are getting to know more people across the congregation. We've found we also reach a significant population of additional folks who watch the service on YouTube afterwards.

Pastoral Care

It takes time to build relationships and trust, even with a minister. As your newly called minister, I am honored to be a part of your lives, to listen to your concerns and share your joys. The Care and Concerns Committee, headed up by Claire Birge has been a wonderful partner this year in caring for the members of this congregation. As your minister, I presided over the memorial services of Mike Manhanke and Tom Archer - both of whom are greatly missed. We were also saddened by the deaths of Jim Pullen and Ria Van Ryn. This year I have been able to help members in financial distress with assistance from the Caring Fund - both before and during this pandemic. And I have accompanied you through moments of doubt and times of crisis. It has been a privilege to both mourn and celebrate with you - to be present to the moments that make a life.

Religious Education

I have a good working relationship with Ben Rosensweig, the religious educator for this congregation. Ben's contributions each Sunday have complemented and expanded the worship theme. As part of Adult RE, I offered a class

this spring on Ethics for UUs, which was cut short by the Corona Virus. I will be offering a four part series in May/June on Spiritual Practices as a tool for resilience during this time. My hope is to develop a more robust offering for Lifespan opportunities using the many resources we have in the congregation. This dovetails nicely with the board, who identified lifespan religious education as an area of focus for the Committee on Ministry (COM). The COM is examining the interests and needs of the congregation and how the programming we're offering does or does not meet that need.

Stewardship

We were on target to meet our expected pledge goals this year when the Corona Virus pandemic hit the United States. With all giving moved online or mail-in, our Sunday undesignated collection levels are significantly lower than expected. The congregation, led by Steve Smidowicz, had kicked off a great "Grow It Forward" Canvass Campaign when COVID-19 hit. The Canvass Team and the church leadership did a valiant effort to follow up with those we had not heard from. Amidst the economic upheaval of this pandemic, we did not meet our pledge goal. News from other Unitarian Universalist congregations is that we are not alone and congregations national-wide are making difficult decisions about how we balance the budget. We are incredibly fortunate to have our endowment during this emergency. I expect that congregational finances will continue to be a focus of attention in the coming year as this pandemic and its economic impact plays out world-wide.

Membership / Fellowship

Our membership has remained stable over the past year, with sad losses balanced with glad welcoming of new friends. The Membership Committee has been reconstituted and great ideas for when we gather again. As your minister, I lead new member classes in both the fall and the spring and a monthly newcomer session with minister after Sunday worship. I look forward to partnering more with the Membership Committee in the future.

Administration / Leadership

It's been great to work with Lynn Hunt, who I knew when we were both Religious Educators. This year has included continued efforts to clean up and consolidate years worth of records in the church office. Lynn successfully navigated the church server onto a google drive which was a brilliant move in light of the pandemic. Being able to work from home during the stay at home order has been so much easier and simpler with all of our files available through google docs. This year has shown that we have gaps in records and organizational history. That means that some of the work of the board and council has been to recreate some documents or ask that some records be resubmitted. Our goal is to have a central record of all the structures of the congregation to both clarify decision making systems and to help in the recruitment and training of volunteers. Likewise, much of the work of the board this year has been to finish some of the incomplete tasks remaining after the transition to Policy Governance. Some of these tasks will continue into the next year. Sue Ashwell was a calm and thoughtful Board President. Charlie Kindleberger was a committed and diligent council chair. Together with Margaret Weck and Lynn Hunt, we met as the Executive Team. The partnership of all four was invaluable this year. Our hourly staff are an asset as well. Augie Underwood in the office and nursery, Rhonda Buerger in RE, Mary Thompson in coffee hour and Elliott Smith on building and maintenance keep the church running smoothly.

Professional Development

I've enjoyed connecting with the local UU minister's cluster and the MCU clergy group. I am still forming relationships with faith leaders in the area and look forward to renewing that task once the stay at home order is lifted. As a new minister I also meet monthly with a mentor and with a newly formed Committee on Ministry, chaired by Jeannette Myers. I have some professional development goals established this year as set by the UUA's Ministerial Fellowship Committee and continue to work on them even

during the pandemic.

I am loving life in St. Louis, and have joined the local roller derby league, Arch Rival Rollerderby. As you can imagine, they are also on hiatus due to the pandemic. I am learning my way around various parts of the city and have made it to several landmarks and museums as well as a Cardinals game. I am looking forward to many more years of getting to know both this wonderful city and this beautiful congregation.

In Love and Faith,
Kim

Sunday Services

- September 8, 2019: Homecoming Sunday / Water Communion—*The Stream of Life*: Kim Mason
- September 15, 2019: *Superhero Spirituality*: Kim Mason
- September 22, 2019: *Greater Together*: Kim Mason
- September 29, 2019: *Days of Awe*: Kim Mason

- October 6, 2019: *Whoever Said Philosophy was Stupid - The Good Place*: Kim Mason
- October 13, 2019: *Mound City - Indigenous People's Day*: Kim Mason
- October 20, 2019: *A Sacred Deconstruction*: Seminarian, Cory Lovell
- October 27, 2019: *Lions, Tigers and Ghouls, Oh My!*: Kim Mason

- November 3, 2019: *Sing of Living, Sing of Dying*: Kim Mason
- November 10, 2019: Partner Church Sunday: Rev. Roger Bertchausen, Executive Director, UU Partner Church Council
- November 17, 2019: *To Love Yourself Is to Love Our World*: Scott Stabile, Author
- November 24, 2019: *Abundant Love* (Cornbread Communion): Kim Mason
- November 24, 2019: 3:00 pm - *Installation and Ordination of Kim Mason*: Rev. Alison B. Miller

- December 8, 2019: *A Dance of Promise*: Music Sunday
- December 15, 2019: *Christmas Pageant Sunday*
- December 22, 2019: *A Rose in the Winter Time*: Rev. Kim Mason
- December 24, 2019: (4:30 & 6:00 pm) - *Christmas Eve Candlelight Services*: Rev. Kim Mason
- December 29, 2019: *Christmas . . . And then What?*: Sarah Dashner, Norma Vogelweid, George Grimm-Howell

- January 5, 2020: *Intention & Improvisation - Jazz Sunday*, Rev. Kim Mason
- January 12, 2020: Rev. Steve Heitkamp (ordained United Methodist Elder and a psychotherapist)
- January 19, 2020: Rev. Martin Luther King Sunday -- Multigenerational, Rev. Kim Mason
- January 26, 2020: *It Can't Happen Here*, Rev. Kim Mason

- February 2, 2020: *Mountains Beyond Mountains*, Seminararians George Grimm-Howell and Cory Lovell
- February 9, 2020: *A Beautiful Day in the Neighborhood*, Rev. Kim Mason
- February 16, 2020: *Love Actually*, Rev. Kim Mason
- February 23, 2020: *Perseverance for the Journey*, Rev. Kim Mason

- March 1, 2020: *The Fire of Commitment*, Rev. Kim Mason
- March 8, 2020 - *Youth Sunday*, High School Youth Group
- March 15, 2020: *In Search of Balance*, Sue Herzberg, Norma Vogelweid, Steve Smidowicz
- March 22, 2020: *Life in the Time of COVID-19*, Rev. Kim Mason
- March 29, 2020: *Hitting the Pause Button*, Rev. Kim Mason

- **April 5, 2020: *Emergent Beauty*, Rev. Kim Mason**
- **April 12, 2020: *Easter Sunday, Resurrecting Hope*, Rev. Kim Mason**
- **April 19, 2020: Poetry Sunday, Worship Committee**
- **April 26, 2020: *Braiding Sweet-grass* (Earth Day), Rev. Kim Mason**

- **May 3, 2020: *Keep Calm and Work from Home*, Rev. Kim Mason**
- **May 10, 2020: *Mother Mind: The Life and Art of Julia Ward Howe*, Rev. Kim Mason**
- **May 17, 2020: *Religious Education Sunday*, Ben Rosensweig, Religious Educator & Rev. Kim Mason**
- **May 24, 2020: *Where the Divine Dwells*, George Grimm-Howell**
- **May 31, 2020: *Creativity in Crisis*, Rev. Kim Mason**

CHURCH PRESIDENT'S REPORT

SUBMITTED BY SUE ASHWELL

This has been a most unusual and wonderful year to serve as the Policy Board President. When I began my term, the Search Committee had courageously announced they did not find a candidate that was a good fit for us, so there was no minister in sight. With the planned departure of interim minister, Rev. Gary James, (as was often with the leave taking of earlier ministers) our congregation seemed deeply divided over the departure. *However, I did know that the church is not the minister--- it is all of us!*

In a quick second round, our Search Committee happily discovered a new seminary graduate, Kimberly Anne Mason. Following a whirlwind candidate week, on June 9, 2019 the congregation called Kim Mason to be our next settled minister. In ironic foreshadowing, I believe this was the first time we held a congregational meeting online, plus it also included online voting!

In late August, the Board and Council met with all committee and task force leaders to plan for the coming year. Recommendations included: communicate, communicate and communicate in all ways/directions possible, make all processes transparent and inclusive, make policies and documents easily accessible, and clarify the governance structures of the Policy Board and the Church Council Clusters. By standardizing descriptions and making accessible the missions (and limitations) of all committees/task forces, it would be easier for people to know how the church works, how to become more easily involved as a volunteer, and how the various groups complement each other to fulfill our overall mission.

In early November, the Policy Board arranged for a Start Up weekend to launch Kim Mason's new ministry with us. UUA Consultant Dori Thexton invited congregants to stories of dreams spoken but not yet realized, of times when this church was or did something awesome, and of when we made a mistake and what we learned from it. Discussion with the Board and Council included the history, culture and norms of the church, roles and

responsibilities of the Minister/Staff/Board/Council, and obstacles/next steps to make some of our dreams a reality. Ms. Thexton noted the Minister should not be a voting member in the church governance structure and suggested a congregant chair the Programs Cluster.

I recruited Jane Hoekelman to chair a large Ordination and Installation Committee. Their work culminated November 24, 2019 when our congregation ordained and installed Rev. Kimberly Anne Mason as the seventh settled minister of First Unitarian Church of St. Louis. Service participants and guests from New Jersey, Tennessee, Colorado, Arizona, North Carolina, Virginia and California joined us in celebration.

At Rev. Kim Mason's Ordination/Installation service, our congregation received a 6-part charge from Rev. Barb Greve, co-moderator of the UUA: 1. Learn your history; 2. Live our faith; 3. Lean towards justice; 4. Make space to be radical and take risks; 5. Nurture into leadership and youth and young adults; and 6. Tend to your shared ministry.

This year the Policy Board introduced two new standing Board Committees (which are described more fully elsewhere in this Annual Report): Nominations and Leadership Development, and the Committee on Ministry. Special thanks to Karen Siegrist and Margaret Weck for serving as Board Liaisons.

Part-time employees working 1,000+ hours annually were enrolled in the UUA Retirement Accounts system. Safety training was provided to Teachers, Greeters and Ushers. To enhance safety during worship services, the Board and Council added a second Greeter.

The Special Collections and Fundraising policy from 2005 was amended to match the Bylaws. The Partner Church Fund traditionally only assisted our Partner Church in Csokfalva, Transylvania but this policy was amended to allow First Church congregants to apply for small travel grants to visit our Partner Church.

New policies include: prohibition of First Church to make loans to staff or congregants; establishment of our church property as a “gun free zone”; establishment of term limits for all elected positions, a 2 year waiting period before being eligible to serve in that same governing body again, and the practice of the Board Vice-President moving to the office of President for the next term.

The MidWinter meeting January 25, 2020 was intentionally light-hearted. Sarah Francois created a People Bingo game which fostered individuals interacting with each other. During dinner I reviewed Board accomplishments from the first half of the church year and identified our plans for the second half. Through appreciative inquiry, we learned what church activities people find most meaningful, such as circle suppers. We discovered most people gain information about the church activities by reading the e-blast or yellow pages. Also people are more likely to volunteer when they are personally invited by someone they respect, who can tell them how their skills and interests make them a good fit for the job, and what they will be expected to do. To address the first charge of “Learn your History”, Kathy Wilke, Steve Wilke and Church Archivist Melanie Fathman created a trivia game about our two founding churches, Church of the Messiah and Church of the Unity. Then a virtual scavenger hunt featured a slideshow of paintings, items and rooms in our current church.

On February 1st our church sponsored a regional workshop on Congregation Covenants, Behavior Covenants and Right Relations with Rev. Lisa Presley, UUA Midwest Region Consultant. It was well attended by our congregation and three others. The workshop helped the Board realize that we needed to revisit our Church Covenant with the congregation, as groundwork for establishing a Behavioral Covenant. Only then would we be ready to establish a Right Relations Team to help manage difficult conversations, conflicts, and disruptive behavior within the congregation.

Prior to the church closing in mid-March due to the Covid-19 virus, the Board and Council had planned to host Circle Suppers during April where the Church Covenant would have been discussed.

By March 15, the Worship Committee and Tech Team led by Claire Weichselbaum delivered our first fully online, live Sunday worship service on YouTube. The following Sunday the live online worship services were moved to the Zoom software platform, were recorded, and then uploaded to a new First Unitarian StL YouTube website. Later, breakout rooms for coffee hour brought an extra bonus of being able to talk with each other in smaller groups

Beginning March 17, the Policy Board and staff have met online weekly to address questions raised and identify adaptations needed due to the pandemic. Minutes have been kept, and all decisions made will be reaffirmed once the Board is able to meet and vote in person again.

During the St. Louis City and County shut-downs, limited group sizes and social distancing requirements, the church continues to meet needs of congregants and the community. As a congregation, we have stayed connected in small groups online. Staff planned extra activities and worship services. Canvass calls were made. Special collections for nonprofits were taken. Outreach to each other has happened.

Yet we have missed being able to see each other in person. The Fellowship Dinner where long-time members are honored has been postponed. The gardening and landscape projects are behind. The next Board will take up developing a Behavior Covenant and a Right Relations Team. A Task Force will identify the many factors to be considered so that the Church can re-open.

So, as I said at the beginning. It has been a most unusual and wonderful year to serve as the Policy Board President.

It's been fun working with Rev. Kim as a new minister. She, the Board, the Council and the Staff have been terrific partners during this most unusual church year.

In closing, I share 3 things we as a congregation need to do as we make real our dreams for First Unitarian Church of St. Louis:

- First, Share your time and talents by volunteering at church...it doesn't bring exhaustion or burnout as rumored, instead it brings connection, satisfaction and joy...let me repeat that volunteering at church brings connection, satisfaction and joy!
- Second, Open your heart and be vulnerable, let others really, really know and love you, so we can be there for each other in this beloved community. So much more unites us than divides.
- And third, Support our church community and staff financially.

As our founder Rev. William Greenleaf Eliot reflected, "The past has much for which we may be reasonably grateful, but the future must and will hold greater things in store."

So be it, and thank you for allowing me to serve as your President this past year!

Sue Ashwell

CHURCH COUNCIL

SUBMITTED BY CHARLIE KINDLEBERGER

Several years ago, the by-laws were modified. The Program Council where by a representative of every church committee was expected to meet on a monthly basis was replaced. Instead 5 clusters were established, each with responsibility for monitoring and motivating the many committees through the church.

As described in greater detail elsewhere in this report, each cluster of committees is headed by a chair.

Facilities Cluster – Lisa Cary.

Arts and Aesthetics – A series of art work and photographs were organized primarily by Dan Franklin. **Facilities** – Clint Cruise participated in fundraising, including an auction, leading to the implementation of a play area on the Kingshighway side of the Chapel. He directed various workdays around the Church, and analyzed potential capital improvements relating to the parking lot. **Landscaping work days** were routinely organized by Lisa Cary and Karen Siegrist. Lisa Cary lead a task force to examine **safety considerations**, a complicated subject involving signage, communication, greeting at the Church door and more.

Growth and Engagement Cluster – Erin Milligan who replaced Sue Fazio.

Claire Birge led an active set of Memorial Service receptions through out the year as well as various other hospitality events. The Women's Alliance contributed as it has for many years with contributions to the Canvas, Scholarships, and program offerings. Donald Jefferies continued to market Unitarian Sweatshirts. The Young Adults group demonstrated on-going energy.

Social Resposibilitiy Cluster – Rosemary Lawton.

As they have for many years, Terry Yokota, Dan Franklin, and Susan Mueller continued to sell Fair-Trade Coffee throughout the year. Under guidance of Rosemary Lawton, the First Church Community Fund (formerly CAEF) selected proposals from small community-based organizations, and held its annual fund raiser. The Holy Ground Collaborative made a series of small, no interest loans, under the guidance of the Justine Peterson Foundation. The Partner Church worked with the Board and the Finance Committee to resolved selected IRS issues. The Toward Justice Program led by Cathy Rauch and others engaged in an active reading and study initiative, as did the Welcoming Congregation, led by Bryson McIntyre.

Programming Cluster-

Reverend Kim Mason. Many of these efforts are one or two person responsibilities (e.g. Archives – Melanie Fathman; Flowers -Dorothy Kinscherf; etc.) Others are more complicated such as the Worship Committee, RE Committee, and the Transition Committee. During the course of the year, the Council and Board agreed with our minister that an independent member of the congregation should serve as a cluster leader rather than the minister. A change will be recommended to the By-Laws at the annual meeting.

Stewardship Cluster. – Steve Smidwicz. This is one of the most demanding clusters, especially in the past few years where Steve has served as the Canvas Leader as well as a member of the Finance Committee. The required closing of the Church to all but internet based communications during the past four months has challenged traditional fundraising. Fortunately, a reasonably strong

Challenges. The reaction to the Covid-19 virus has saved lives in and around St. Louis, but it has meant that a number of things have not occurred as planned. Most of us had not heard of, let alone used, "Zoom" in order to communicate via the internet. However, Reverend Kim and Church Administrator Lynn Hunt, with help from Claire Weichselbaum and others in the congregation quickly adjusted to the new reality.

Among the events that had to be postponed until we are permitted to gather again as a group are:

The Fellowship Dinner that celebrates long time members of the Church

The Clark Lecture that provides an opportunity to hear from a prominent speaker on an important topic.

After church services opportunities to explore topics like housing, health and hunger.

Hopefully our traditional fall Homecoming gathering will be possible in early September.

NOMINATIONS & LEADERSHIP DEVELOPMENT REPORT

SUBMITTED BY ALISON LAMOTH

The Nominating and Leadership Committee (NLDC) consists of Jama Dodson, Larry Dusenbery, Melanie Fathman, Catherine Hunter, Alison Lamothe, and Ronan Wallace. Karen Siegrist is Policy Board liaison and Lynn Hunt is an ex-officio member representing church staff.

Members are rotating responsibilities; there is no Chair.

The Committee met eight times between September 15 and March 15. We discussed leadership development, with the goal of fostering a larger pool of candidates for future leadership vacancies. We also developed a term limit policy for elected position and developed a new NLDC committee job description, both of which were submitted to and approved by the Policy Board. Open elected positions were identified for which we were responsible for finding candidates. With the help of the Rev. Kim Mason, we announced the list of open positions to the congregation and asked members to either self-nominate or nominate others to serve in these roles. We discussed the suitability of these nominations and, taking them under consideration, generated lists of members as possible candidates for each position.

We then designated contacts to determine who would be willing to serve.

The slate of nominees for FY 2020-2021 includes:

Policy Board

Board President – Margret Weck (2021)

Vice President – Rosemary Lawton (2021)

Secretary – Pam Geppert (2021)– agreed to additional term

Treasurer – Kathy Wilke (2021)– agreed to additional term

Trustee – Joel Hickman (2023)

Trustee – Emily Colton (2023)

Church Council

Council Chair – Lisa Cary (2021)

Cluster Chair Coordinator, Stewardship – Steve Smidowicz (2022)– agreed to complete 2nd 3-year term.

Cluster Chair Coordinator, Facilities – Clint Cruse (2021) (agreed to a one-year commitment)

Cluster Chair Coordinator, Programming – Sue Herzberg (2023)

Cluster Chair Coordinator, Outreach and Social Action – Cathy Rauch (2023)

We are currently working on additional committee policies and procedures, as well as the aforementioned leadership development programs for the Fall of 2020.

TREASURER'S REPORT

SUBMITTED BY KATHY WILKE

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 2015 to 2019. 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 an increase or Support & Revenue for 2019 and 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, 2020 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 31, 2020 the Revenues and Support are higher than the Quarterly Budgeted amount, however the expenses are higher as well. The overall effect is still a positive balance.

The fourth report shows the Balance Sheet for this Fiscal Year as of March 31, 2020. This report also has the current values for the Reserve accounts. This report reflects the reduction to the Endowment because of the market downturn.

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

Please don't forget to pay your pledge for this Fiscal Year before June 30, 2020. This will help maintain our positive balance.

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

First Unitarian Church
Budget vs. Actuals: FY 2019-20 July 2019 - March 2020

	Actual	Budget	Budget FY19/20
Revenue & Support			
40000 Operating Pledges			
40010 Current Year Pledges	321,408.45	307,000.00	370,100.00
40030 Matching Pledges		4,675.00	6,175.00
40090 Prior Year Pledges	6,735.15		
40100 Pledges by Church Year		2,000.00	2,200.00
Total 40000 Operating Pledges	\$ 328,143.60	\$ 313,675.00	\$378,475.00
40200 Contributions & Collections			
40210 Regular Plate Collection	196.10	1,141.00	1,141.00
40230 Other Contributions	4,129.91	6,400.00	8,000.00
40250 Designated Collections	6,890.00	1,500.00	3,000.00
Total 40200 Contributions & Collections	\$ 24,367.10	\$ 19,141.00	\$26,141.00
40400 Building Use Income			
40405 Building Use - CRC	8,290.35	9,700.00	14,000.00
Total 40400 Building Use Income	\$ 11,215.35	\$ 12,700.00	\$20,000.00
40500 Investment Income-Endowment	23,251.00	23,251.00	31,000.00
40520 Investment Income-General	3,495.35	2,950.00	4,000.00
40700 Miscellaneous Income	1,390.26	1,665.00	1,665.00
40800 Fundraisers			
40810 Auction	90.00		
40811 Schnucks	25.00		
40819 Miscellaneous Fundraisers	337.92	750.00	900.00
Total 40800 Fundraisers	\$ 652.92	\$ 750.00	\$900.00
40910 Interest Income	10.28	26.00	33.00
40950 Landscaping	3,825.00	3,825.00	5,100.00
41500 Transfer from General Fund	8,894.40		300.00
41700 Transfer from Care and Concern		300.00	
Total Revenue & Support	\$ 405,245.26	\$ 378,283.00	\$467,614.00
Gross Revenue & Support	\$ 405,245.26	\$ 378,283.00	\$467,614.00
Expenses			
50000 Staffing			
50100 Salaries and Wages			
50120 Gross Wages--Salaries	127,642.92	117,193.50	156,258.00
50130 Gross Wages--Hourly wages	21,118.73	38,493.00	53,393.00
50135 Gross Wages-Contract Labor	11,943.40	15,000.00	17,062.00
50190 Housing Allowance	17,045.44	15,000.03	20,000.00
Total 50100 Salaries and Wages	\$ 177,750.49	\$ 185,686.53	\$246,713.00

50200 Benefits			
50210 Health Insurance	17,051.74	5,056.00	6,742.00
50220 Dental Insurance	-1,524.20	333.00	448.00
50230 Retirement--401(a) Expense	24,213.33	10,881.00	14,505.00
50260 Life Insurance	258.14	243.00	327.00
50270 Payroll Taxes	7,823.91	7,533.00	9,933.00
Total 50200 Benefits	\$ 47,822.92	\$ 24,046.00	\$31,955.00
50450 Moving Expenses	3,435.54	4,000.00	4,000.00
50500 Staff Expenses			
50510 Administrator Staff Expense	733.36	800.00	1,000.00
50520 Religious Educator Staff Expense	3,246.17	2,400.00	3,000.00
50530 Music Director Staff Expense	126.89	150.00	172.00
Total 50500 Staff Expenses	\$ 4,106.42	\$ 3,350.00	\$4,172.00
50600 Minister's Expenses	5,233.18	6,002.00	8,000.00
Total 50000 Staffing	\$ 238,348.55	\$ 223,084.53	\$297,840.00
51000 Administrative			
51050 Canvass	963.27	1,000.00	1,200.00
51100 Internal Communications	770.96	750.00	1,000.00
51200 Board Expenses	504.17	200.00	200.00
51400 Office Supplies	4,227.86	2,950.00	3,400.00
51500 Office Equipment & Repairs	2,797.34	1,200.00	1,500.00
51650 Payment Processing Fees	760.15	1,200.00	1,500.00
51700 Computer Expense	1,160.99	900.00	1,200.00
51800 Legal & Accounting	2,778.50	2,475.00	3,300.00
51900 Postage	718.89	1,700.00	2,000.00
91997 Leadership Dev & Nominating Comm		800.00	1,000.00
Total 51000 Administrative	\$ 14,682.13	\$ 13,175.00	\$16,300.00
52000 Building			
52100 Building Maintenance	2,968.41	7,200.00	7,250.00
52150 Housekeeping & Supplies	3,553.26	3,500.00	4,800.00
52200 Insurance	11,149.57	9,300.00	12,400.00
52250 Telephone	3,913.53	3,600.00	4,800.00
52300 Utilities	14,873.84	21,700.00	27,000.00
52350 Equipment & Repairs	15,143.41	6,800.00	14,400.00
52400 Contract Labor	17,550.00	16,650.00	22,200.00
52500 Landscaping	5,075.54	3,600.00	5,000.00
52550 Security	6,156.77	5,700.00	8,000.00
52600 Capital Maintenance Reserve	2,000.00	2,000.00	2,000.00
Total 52000 Building	\$ 82,384.33	\$ 80,050.00	\$107,650.00

53000 Worship			
53100 Music			
53110 Guest Musicians	1,550.00	2,300.00	2,860.00
53120 Music Supplies & Materials	120.36	85.00	85.00
53190 Miscellaneous	490.00	1,000.00	1,030.00
	\$		
Total 53100 Music	2,160.36 \$	3,385.00	\$3,975.00
53200 Worship Expenses	2,089.66	800.00	900.00
	\$		
Total 53000 Worship	4,250.02 \$	4,185.00	\$4,875.00
53500 Education	40.00		
53510 Children and Youth RE	3,801.44	5,800.00	7,844.00
53520 Adult Religious Education	678.36	500.00	500.00
53600 John Learned Library	249.14	220.00	400.00
	\$		
Total 53500 Education	4,768.94 \$	6,520.00	\$8,744.00
54000 Membership			
54100 Membership Expense	245.98	900.00	1,000.00
54200 Hospitality	1,306.48	950.00	1,250.00
54300 Feasts & Festivals	5,217.69	500.00	500.00
54303 Welcoming Congregation		200.00	200.00
54600 Website	65.99	200.00	200.00
	\$		
Total 54000 Membership	6,836.14 \$	2,750.00	\$3,150.00
55000 Social Action & Outreach			
55100 Social Responsibility Com-			
mittee	-16.00	100.00	
55110 Fair Trade Coffee	443.54	190.00	250.00
55130 Sandwich-Making		3,375.00	4,500.00
55150 SRC--Other	99.75	350.00	450.00
	\$		
Total 55100 Social Responsibility	527.29 \$	4,015.00	\$5,300.00
Committee			
55300 Designated Collections	12,522.23	10,100.00	14,000.00
55600 Minister's Discretionary			
Fund	291.33	350.00	450.00
55750 Care & Concern Ministry		300.00	300.00
	\$		
Total 55000 Social Action & Out-	13,340.85 \$	14,765.00	\$20,050.00
reach			
56000 Denominational Support	3,000.00		
56035 Mid America Region		5,741.00	5,741.00
56050 Partner Church		300.00	450.00
56055 Covenant Groups	100.00	100.00	150.00
	\$		
Total 56000 Denominational Support	3,100.00 \$	6,141.00	\$6,341.00
	\$		
Total Expenses	367,710.96 \$	350,670.53	\$462,150.00
	\$		
Net Revenue & Support	37,534.30 \$	27,612.47	\$5,464.00

First Unitarian Church

Balance Sheet

As of March 31, 2020

	<u>Total</u>
ASSETS	
Current Assets	
Bank Accounts	
10000 Cash-Busey Bank	58,657.28
10010 PayPal	0.00
10200 Petty Cash	0.00
Cash-Pulaski Bank	0.00
Total Bank Accounts	\$ 58,657.28
Accounts Receivable	
12000 Accounts Receivable	0.00
Total Accounts Receivable	\$ 0.00
Other Current Assets	
13000 Investments - Unrestricted	0.00
13100 General Fund	214,190.28
13105 Transfers - Unrestricted	-15,211.21
Total 13000 Investments - Unrestricted	\$ 198,979.07
13109 Investments - Restricted	
13110 Endowment Fund	743,214.08
13200 Lewis-Wallis Intern Fund	298,889.39
13300 Clark Fund	118,440.46
13400 FCCF	118,839.23
13500 Dodson Fund - Prin	36,311.85
13520 Dodson Fund - Res	16,631.65
13900 Transfers - Restricted	15,211.21
Total 13109 Investments - Restricted	\$ 1,347,537.87
14000 Treasury Notes	0.00
16000 Employee Loan	0.00
16200 Prepaid Expenses	0.00
16800 Employee Cash Advance	5,850.00
Undeposited Funds	0.00
Total Other Current Assets	\$ 1,552,366.94
Total Current Assets	\$ 1,611,024.22
Fixed Assets	
17200 Real Estate & Improvements	956,091.09
17300 New Chapel & Improvements	2,376,965.91
Total Fixed Assets	\$ 3,333,057.00
TOTAL ASSETS	\$ 4,944,081.22

LIABILITIES AND EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

	20100 Payroll Liabilities	0.00
	20200 Federal Liabilities Payable	1,681.86
	20300 State Withholding Payable	565.43
	20400 City Withholding Payable	941.25
	Total 20100 Payroll Liabilities	\$ 3,188.54
	20500 Benefits Liabilities	
	20510 Insurance Payable	
paid	20511 Health Insurance--Employer	0.00
paid	20512 Health Insurance--Employee	0.00
	20513 Life Insurance	0.00
	20514 Disability Ins--Employee paid	0.00
	20515 Dental Ins--Employee paid	0.00
	Total 20510 Insurance Payable	\$ 0.00
	20530 Retirement--401(a) Payable	0.66
	20540 Retirement--401(a) WH Payable	0.00
	20550 Retirement--SEP IRA Payable	0.00
	20580 Garnishment Payable	0.00
	Total 20500 Benefits Liabilities	\$ 0.66
	21000 Other Liabilities	
	21010 Due to outside charities	0.00
	21090 Miscellaneous liabilities	0.00
	21092 A/C Repair Payable	0.00
	Total 21000 Other Liabilities	\$ 0.00
	Direct Deposit Payable	0.00
	Payroll Clearing	0.00
	Payroll Tax Payable	0.00
	Total Other Current Liabilities	\$ 3,189.20
	Total Current Liabilities	\$ 3,189.20

Long-Term Liabilities	
23000 Reserves	
23100 Holt	0.00
23200 Sabbatical	0.00
23300 Capital Maintenance	28,533.34
23310 Windows	30.00
23400 Partner Church	8,557.17
23500 Prepaid Pledges	11,300.00
23575 Prepaid Contributions	0.00
23600 Intern Fund	3,838.46
23610 Ministerial Search	616.22
23630 Membership Coordinator Fund	0.00
25011 Memorial Fund	18,448.41
25012 Special Gifts	10,306.80
25020 Social Responsibility	1,782.38
27000 Other Custodial Accounts	
27005 Auction Items	105.16
27010 Office Equipment Reserve	0.00
27020 Bookstore	2,104.85
27024 Boston Trip Reserve	2,247.04
27030 Music Reserve	7,145.37
27040 Landscape Reserve	3,302.95
27050 Renovation Reserve	0.00
27060 RE Reserve	38,704.52
27065 Sandwich Making	4,590.68
27067 Trinity Hot Lunch	400.29
27070 Women's Alliance Op Shop	0.00
27080 Caring Ministry Reserve	5,970.36
27090 Keyboard Reserve	0.00
27100 Healthy Congregation Reserve	2,526.48
27110 PR / Marketing	1,246.49
27120 Library	50.00
27130 Men's Wellness Ministry	434.00
Total 27000 Other Custodial Accounts	\$ 68,828.19
Total 23000 Reserves	\$ 152,240.97
Total Long-Term Liabilities	\$ 152,240.97
Total Liabilities	\$ 155,430.17

Equity	
30000 Opening Bal Equity	0.00
33000 Building Fund	
33100 Building	956,091.09
33500 Building Improvments	2,376,965.91
Total 33000 Building Fund	\$ 3,333,057.00
35000 Fund Balances--Restricted	
35110 Endowment Fund	743,214.08
35200 Lewis-Wallis Intern Fund	298,889.39
35300 Clark Fund	118,440.46
35400 First Church Community Fund	118,839.23
35500 Dodson Fund - Prin	36,311.85
35520 Dodson Fund - Res	16,631.65
Total 35000 Fund Balances--Restricted	\$ 1,332,326.66
39000 General Fund--Unrestricted	85,733.09
Net Income	37,534.30
Total Equity	\$ 4,788,651.05
TOTAL LIABILITIES AND EQUITY	\$ 4,944,081.22

**First Unitarian Church
Statement of Activity**

FY2016- FY 2019

	FY2016	FY2017	FY2018	FY2019
Support & Revenue				
40000 Operating Pledges	395,319.61	383,026.48	344,522.16	388,573.50
40200 Contributions & Collections	29,903.83	21,373.44	21,091.07	24,832.28
40300 Women's Alliance	2,048.70	2,568.45		
40400 Building Use Income	14,679.00	11,794.00	15,078.00	20,595.00
40500 Investment Income-Endowment	31,100.00	30,200.00	30,000.00	30,170.00
40520 Investment Income - General	4,573.22	3,796.04	2,736.97	4,306.12
40700 Miscellaneous Income	1,665.03	1,118.12	2,475.92	1,423.17
40750 Unrestricted Gifts	895.00	3,120.16		
40800 Fundraisers	6,908.63	18,504.17	3,894.92	25,620.59
40910 Interest Income	32.71	17.34	12.97	25.27
40950 Landscape Reserve		6,016.20	8,200.00	5,100.00
41000 Transfer from Lewis Fund	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	3,796.57
41700 Transfer from Care and Concern	300.00		300.00	
41710 Transfer from Bookstore			15.00	
Total Support & Revenue	\$534,327.49	\$501,534.40	\$468,327.01	\$504,441.50
Gross Support & Revenue	\$534,327.49	\$501,534.40	\$468,327.31	\$504,441.50
Expenses				
50000 Staffing	352,605.30	374,111.87	319,782.65	298,322.33
51000 Administrative	15,284.88	14,002.52	17,221.14	16,347.45
52000 Building	94,226.69	94,322.08	116,559.15	108,721.21
53000 Worship	5,700.76	3877.07	4,897.35	3,157.09
53500 Education	7,157.00	10,068.45	9,808.04	7,442.75
54000 Membership	23.12	980.28	2,831.21	3,636.86
55000 Social Action & Outreach	18,883.21	17,017.21	20,520.33	17,530.14
56000 Denominational Support	25,805.67	915	1,447.00	4,450.00
Total Expenses	\$519,686.63	\$515,294.48	\$493,066.87	459,607.33
Net Support & Revenue	\$14,640.86	(\$13,760.08)	(\$24,739.56)	\$44,833.67

First Unitarian Church Balance Sheet

FY 15/16, 16/17, 17/18, 18/19

	FY2015/2016	FY2016/2017	FY2017/2018	FY2018/2019
ASSETS				
Current Assets				
Bank Accounts				
10000 Cash-Busey Bank	20,034.52	11,280.08	14,066.96	39,903.28
10010 PayPal	2,721.00	25.10	70.05	
10200 Petty Cash	0.00	0	0.00	
Total Bank Accounts	\$ 22,755.52	\$11,305.18	\$14,137.01	39,903.28
Accounts Receivable				
12000 Accounts Receivable	0.00	0.00	0.00	0.00
Total Accounts Receivable	\$ 0.00	0.00	0.00	0.00
Other Current Assets				
13000 Investments - Unrestricted				
13100 General Fund	277,503.84	260,609.51	207,862.23	213,542.07
13105 Transfers-Unrestricted	-27,839.61	-2,400.00	-40,533.20	-40,068.54
Total 13000 Investments - Unrestricted	\$ 249,664.23	\$258,209.51	\$167,329.03	173,473.53
13109 Investments - Restricted				
13110 Endowment Fund	598,582.20	758,916.55	807,889.99	820,809.89
13200 Lewis - Wallis Intern	194,874.37	276,352.87	308,983.04	325,356.70
13300 Clark Fund	103,722.11	118,874.87	131,147.18	128,924.59
13400 FCCF	74,589.63	117,156.84	128,376.06	132,305.52
13500 Dodson Fund - Prin	33,030.49	35,973.87	38,280.91	39,527.35
13520 Dodson Fund - Res	9,346.06	13,008.26	16,450.50	18,104.41
13900 Tranfers - Restricted	27,839.61	2,400.00	40,533.20	40,068.54
Total 13109 Investments - Restricted	\$ 1,041,984.47	\$1,322,683.26	\$1,471,680.88	\$1,505,097.00
14000 Treasury Notes	5,990.48	0.00	0.00	
16000 Employee Loan	0.00	0.00	0.00	
16200 Prepaid Expenses	0.00	0.00	0.00	
16800 Employee Cash Advance	0.00	0.00	550.00	6,850.00
Undeposited Funds	0.00	0.00	0.00	
Total Other Current Assets	\$ 1,297,639.18	\$1,580,892.77	\$1,639,539.91	\$1,685,420.53
Total Current Assets	\$ 1,320,394.70	\$1,592,197.95	\$1,653,676.92	\$1,725,323.81

Fixed Assets				
17200 Real Estate & Improvements	956,091.09	956,091.09	956,091.09	956,091.09
17300 New Chapel & Improvements	2,376,965.91	2,376,965.91	2,376,965.91	2,376,965.91
Total Fixed Assets	\$ 3,333,057.00	\$3,333,057.00	\$3,333,057.00	\$3,333,057.00
TOTAL ASSETS	\$ 4,653,451.70	\$4,925,254.95	\$4,986,733.92	\$5,058,380.81
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
20100 Payroll Liabilities	0.00	0.00	0.00	0.00
20200 Federal Liabilities Payable	2,537.34	10,185.59	1,265.37	1,713.00
20300 State Withholding Payable	523.00	343.74	385.00	480.00
20400 City Withholding Payable	439.90	1,657.00	0.00	659.45
Total 20100 Payroll Liabilities	\$ 3,500.24	\$12,186.33	\$1,650.37	\$2,852.45
20500 Benefits Liabilities				
20510 Insurance Payable				
20511 Health Insurance--Employer paid	0.00	0.00	0.00	0.00
20512 Health Insurance--Employee paid	0.00	0.00	0.00	0.00
20513 Life Insurance	0.00	0.00	0.00	0.00
20514 Disability Ins--Employee paid	0.00	0.00	0.00	0.00
20515 Dental Ins--Employee paid	0.00	0.00	0.00	0.00
Total 20510 Insurance Payable	\$ 0.00	0.00	\$0.00	0.00
20530 Retirement--401(a) Payable	4,437.00	347.87	0.00	0.00
20540 Retirement--401(a) WH Payable	0.00	0.00	0.00	0.00
20550 Retirement--SEP IRA Payable	0.00	0.00	0.00	0.00
Total 20500 Benefits Liabilities	\$ 4,437.00	\$347.87	\$0.00	0.00
21010 Due to outside charities	200.00	4,239.15	0.00	0.00
21090 Miscellaneous liabilities	29 0.00	3,146.52	0.00	0.00
21092 A/C Repair Payable	0.00	0.00	0.00	0.00
Total 21000 Other Liabilities	\$ 8,137.24	\$7,385.67	\$0.00	\$0.00

Direct Deposit Payable	0.00	0	0.00	0.00
Payroll Clearing	0.00	0	0.00	0.00
Payroll Tax Payable	0.00	0	0.00	0.00
Total Other Current Liabilities	\$ 16,074.48	\$19,919.87	\$0.00	\$0.00
Total Current Liabilities	\$ 16,074.48	\$19,919.87	\$1,650.37	\$2,852.45
Long-Term Liabilities				
23000 Reserves				
23100 Holt	0.00	0.00	0.00	0.00
23200 Sabbatical	44,230.00	0.00	0.00	0.00
23300 Capital Maintenance	8,103.19	23103.19	18,327.09	15,325.34
23310 Windows	40.00	30.00	30.00	30.00
23400 Partner Church	4,953.36	3616.79	5,514.55	6,065.04
23500 Prepaid Pledges	4,500.00	0.00	34,291.27	40,039.81
23575 Prepaid Contributions	480.00	0.00	0.00	0.00
23600 Intern Fund	2,550.00	3,838.46	3,838.46	3,838.46
23610 Ministerial Search			9,100.00	537.53
23630 Membership Coordinator Fund	46,666.64	26,666.64	3,795.57	0.00
25011 Memorial Fund	8,843.12	17,159.50	17,886.50	20,001.50
25012 Special Gifts	10,241.80	10,241.80	10,241.80	10,481.80
25020 Social Responsibility	5,058.95	4,802.38	1,782.38	1,782.38
27000 Other Custodial Accounts				
27005 Auction Items	220.00	105.16	105.16	105.16
27010 Office Equipment Reserve	0.00	0.00	0.00	0.00
27020 Bookstore	624.25	1,072.50	1,234.50	1,512.25
27024 Boston Trip Reserve	5,199.98	4,565.32	2,349.27	2,051.32
27030 Music Reserve	8,819.00	8,819.00	8,221.00	7,145.37
27040 Landscape Reserve	16.20	0.00	6,000.00	780.00
27050 Renovation Reserve	0.00	0.00	0.00	0.00
27060 RE Reserve	8,084.37	9,763.27	8,858.70	13,254.54
27065 Sandwich Making	1,682.66	3,221.16	3,579.29	4,274.43
27067 Trinity Hot Lunch	111.00	134.75	346.24	-423.88
27070 Women's Alliance Op Shop	714.80	436.8	0.00	0.00

27080 Caring Ministry Reserve	15,835.19	7,008.96	6,708.96	6,318.48
27090 Keyboard Reserve	456.37	456.37	456.37	0.00
27100 Healthy Congregation Reserve	2,526.48	2,526.48	2,526.48	2,526.48
27110 PR/Marketing	1,218.29	1,218.29	1,308.29	1,261.05
27120 Library	100.00	100.00	0.00	0.00
27130 Men's Wellness Ministry	434.00	434.00	434.00	434.00
Total 27000 Other Custodial Accounts	\$ 46,042.59	\$39,862.06	\$42,128.26	\$39,239.20
Total 23000 Reserves	\$ 181,709.65	\$129,320.82	\$146,935.88	\$137,341.06
Total Long-Term Liabilities	\$ 181,709.65	\$129,320.82	\$146,935.88	\$137,341.06
Total Liabilities	\$ 197,784.13	\$149,240.69	\$148,586.25	\$140,193.51
Equity				
30000 Opening Bal Equity				
33000 Building Fund				
33100 Building	956,091.09	956,091.09	956,091.09	956,091.09
33500 Building Improvements	2,376,965.91	2,376,965.91	2,376,965.91	2,376,965.91
Total 33000 Building Fund	\$ 3,333,057.00	\$3,333,057.00	\$3,333,057.00	\$3,333,057.00
35000 Fund Balances--Restricted				
35110 Endowment Fund	598,582.20	758,916.55	807,889.99	820,809.89
35200 Lewis-Wallis Fund	194,874.37	276,352.87	308,983.04	325,356.70
35300 Clark Fund	103,722.11	118,874.87	131,147.18	128,924.59
35400 FCCF	80,580.11	117,156.84	128,376.06	132,305.52
35500 Dodson Fund - Prin	33,030.49	35,973.87	38,280.91	38,527.37
35520 Dodson Fund - Res	9,346.06	13,008.26	16,450.50	18,104.41
Total 35000 Fund Balances--Restricted	\$ 1,020,135.34	\$132,028.26	\$1,431,127.68	\$1,465,028.46
39000 General Fund--Unrestricted	95,771.61	136,434.08	99,452.55	75,268.17
Net Income	14,640.86	-13,760.08	-25,489.56	44,833.67
Total Equity	\$ 4,463,604.81	\$4,776,014.26	\$4,838,147.67	\$4,918,187.30
TOTAL LIABILITIES AND EQUITY	\$ 4,661,388.94	\$4,925,254.95	\$4,986,733.92	\$5,058,380.81

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:

Tom Archer

Janet Shipton

Anonymous

Caring Fund

Endowment

First Church Community Fund

Memorial Fund

Partner Church Fund

RE Reserve—7 Spaces Garden Play Area

SECRETARY'S REPORT

SUBMITTED BY PAMELA GEPPERT

Sustaining Members 242
(Includes 4 Out-of-Town Members)

Associate Members 15

In accordance with the bylaw change regarding Associate Membership, 61 people previously designated as Associate Member were dropped after they had been contacted regarding whether or not they wanted to remain an Associate Member.

New Members: 6

Hanley Chiang
Katie DeSelm
Orlia Friedrichs
Susie Honeycutt
Carolyn O'Laughlin
Rebecca O'Laughlin

Reinstated: 0

Resignations: 1

Mary Markwiewicz

Dropped from Active Membership: 9

Bill Drendel
Lynda Mueller-Drendel
Bob Franklin
Rob Harding
Danny Milam
Debbie Moorman
Sara Park
Tiffany Sewell
Pat Wendling

Deaths, Memorial Services:

Tom Archer
Mike Manhanke
Jim Pullen
**Memorial Garden Internment*

Weddings/Union Ceremonies 2

Child Dedications 0

FAITH DEVELOPMENT REPORT

SUBMITTED BY BEN ROSENSWEIG,
RELIGIOUS EDUCATOR

This year, 2019-2020, has proven to be quite different from the rest, due to the COVID-19 outbreak. We have done our best to adjust, and there have actually been some benefits, which this report will cover. Before closing the church, Children's and Youth Religious Education classes were offered at 10:00 AM (average attendance was 33 compared to 35 last year). Enrollment was 60 (compared to 75 last year). At the beginning of the year, enrollment was relatively low and we had to combine the 1st and 2nd grade class with the 3rd and 4th. Other than that, classes and group, outlined in lower sections, with the exception of the transition when the outbreak hit in March, remained stable.

Worship

One of the major changes to this year's worship, with the full support and initiative of Rev. Kim Mason, has been the inclusion of more multigenerational and thematic services in which children and youth are encouraged to stay in the sanctuary for the full service. This was met with some resistance, but I believe, in the near future, the community – including parents – will respond to this more positively than they already have. Multigenerational services have included, but are not limited to, Ingathering and Water Communion, Cornbread Communion, MLK Day, and more.

For about three of every four Sundays, I would read the **Story for all Ages** near the beginning of the church service, about 15 minutes in. Rev. Kim Mason does a wonderful job of weaving the story into the service and homily. Before the Stay-At-Home or Shelter-In-Place (SIP) order, this gave the children, like previous years, a chance to interact with the minister, the DRE, and with the other congregants, with the goal of having the children feel that they, too are indeed members of the community. After the SFAA, children

would go onto their designated classes. Grades 7th and on were usually not present for worship, unless it was a special circumstance, like Youth Sunday. Grades 7 and up would go directly to their classrooms at 10 AM. During the SIP, children and their families are welcome to watch and listen to the entire Zoom service, as there is a designated time 11:30 AM and 6 PM for a more traditional Religious Education experience, explained more below.

Before SIP, the children would continue to meet for **Family Chapel** once a month (usually on the first Sunday). The Chapel themes this year centered around this year's thematic worship calendar: Courage, Abundance, Hope, Intention, Perseverance, Balance, Emergence, and now Creativity. We celebrated fall, Halloween, Dr. Martin Luther King, Jr. and Black Liberation, Holidays around Light, and Harvest Day. Before SIP, our RE Gardens were going to become a central focus for many of the spring Chapels. These services offer a chance for parents, if they choose to come, and children to explore a worship theme in a multi-generational setting as they are all together, from the preschool through Grade 6. Some other fun programming came at the beginning of the church calendar year with the 'Blessing of the Backpacks' service in August, led by **Claire Weichselbaum**.

While not as many children were in the cast this year as the previous, The Christmas Pageant was well-attended and continues to be a hit. church. Thanks again to **Sue Herzberg** for directing this year's pageant, and to **Jon Hunt** for overseeing the scenery.

After the Shelter-in-Place order came through, we redesigned RE in several ways:

- An 11:30 AM and 6:00 PM Family chapel, very similar to the once-a-month on the first of the month Chapel Sunday
- The creation of a private, unsearchable Facebook group for RE Families and teachers
- A social-distance RE Gardens project where all participating families have decided to grow their own fruits and/or vegetables
- There continues to be a SFAA during the regular 10 AM Sunday Zoom service

Education

10:00 AM (pre-Shelter-in-Place)

Pre-School and Kindergarten –*Around the Church, Around the Year with Karen Siegrist, Sue Fazio, Claire Weichselbaum, and Anne Truran as a substitute.*

First through Fourth Grade – *Windows and Mirrors with Jason McClure and Sue Herzberg*

Fifth and Sixth Grade – *Amazing Grace, then Toolbox of Faith with Danielle Kozemczak, Joel Minor, and Jon Hunt.*

Seventh and Eighth Grade began the first semester with – *Heeding the Call: Qualities of a Justicemaker with teachers Kathy, Dan, and Steve Wilke, “in which Youth are encouraged to view themselves as agents of change in the world as they develop qualities crucial to justice work.” Then, for the second semester, the 7th & 8th grade group transitioned to OWL, led by facilitators Amanda Kracen, and Charlie Blake. Unfortunately, as with all in-person church activities, OWL had to be cancelled because of the coronavirus. It was recommended via other RE professionals that OWL was designed for in-person, more private and “safe-space” experiences, not an online format. There was a final Zoom chat with the OWL participants to give a chance for closure and connection among the participants.*

The **Youth Group** had a good, although smaller-in-numbers, year. They served a hot lunch at Trinity Episcopal (part of the Holy

Ground Collaborative project to help meet the nutritional needs of hungry people in our neighborhood) and planned and presented a Youth Sunday Service on March 8.

Graduating Youth Group seniors were: **Anne Meister, Kathryn Heddens-Kocher, and Ben O’Boyle. Sam Hunt** was the adviser, and **Daniel Hunter** the junior advisor.

Summer Religious Education was held in June, July and August. The class, in a kind of one-room style, was led by myself, Ben Rosensweig, and assisted by **Rhonda Buergler** (paid position) using the “Books and Cooks Vol II.” The class enjoyed themed lessons on various kinds of foods and stories from around the world.

Adult Education offerings were:

We are still developing the Adult Education program. Besides the several covenant, and other affinity, groups available to participate in around the church (e.g. Towards Justice), during the SIP, we began a Zoom Book Discussion group on ‘An Indigenous Peoples’ History of the United States’. There is talk of continuing this online book group, and I am committed to making it a reality. **Fellowship Friday** (a once a month gathering including some kind of vesper service, a potluck, and programming) met for the first part of the year, and has actually continued online during the SIP. Groups of the church are encouraged to participate in the Adult RE program by proposing topics for which they would like to sponsor events.

Community, Special Programs and Social Justice

Special activities for children and families included, before SIP: a beginning of the year Family Potluck, Halloween Party, Cornbread Baking Potluck, Nifty Gifty, and UnFish Fry. Unfortunately, the Boston Trip ‘Trivia Night’ fundraiser, along with the traditional Egg Hunt and end-of-the-year picnic, had to be cancelled. A special Zoom online Egg Hunt was created in collaboration with 90+ other congregations under the direction of Meredith Plummer, Director of Lifespan Faith

Development and the First Unitarian Church of Cincinnati. I met with some members of the Gardening Committee at the beginning of the year to discuss the ongoing RE gardens and how best to better revitalize the program. There was also, the 3rd Annual 'Cardboard play day', organized by Claire Weichselbaum on Sunday, October 6.

Social Justice projects, like previous years, have included our annual Trick-or-Treat for UNICEF, Guest at Your Table for the Unitarian Universalist Service Committee, Project ARK Toy Collection, sandwich making, canned goods collection and classroom recycling.

Initiatives

The Religious Education Committee (**Joel Minor, Jason McLure, Sue Herzberg, and Grace Munie**) supported all areas of Religious Education programming. The Play Area / Auction Meeting group, led by Lynn Hunt, and with many participating members, such as Karen Seigrist, Catherine Hunter, Danielle Kozemczak, Sue Herzberg, Grace Munie, Clint Cruise, and Jan Herzog, had the significant responsibility of designing and facilitating an auction fundraiser, dubbed, 'Play For All' for the new 7 Spaces Garden and Play area. The auction was a huge success.

Professional Activities

- Curriculum Planning Renaissance Module
- OWL Facilitator Training Certification, February 21-23, 2020 in Grand Junction, CO

Looking Ahead

Here are a few points looking ahead to the next year:

- Reigniting the OWL Program (that had to be cancelled) once SIP is lifted, and church life begins to return to normal
- I will be officially overseeing the Youth Group that Lynn Hunt has kept going, and led so well amid all her normal administrative duties – thank you Lynn!

- The Coming of Age program and how SIP may affect it, and what the work arounds are
- There is interest in possibly doing a different kind of celebration for the Christmas and the end of the year perhaps instead of, or in addition to, the Pageant
- Holding Nifty Gifty and / or other events like the Halloween Party at a different time, say during the week, to allow more time for worship
- Once SIP is lifted, I look forward to reestablishing more former activities.

Closing

As always, the Religious Education support staff, **Augustine Underwood and Rhonda Buerghler** have been of great help. I appreciate their joy and flexibility.

To say that I am very excited for Rev. Kim Mason's new presence at the church would be an understatement. She is and has been an invaluable resource for all things RE, and has the necessary appreciation for people and families that, I believe, this church community needs. The future, regardless of the SIP, is positive.

Special thanks to Lynn Hunt and Claire Weichselbaum for their extra support for the RE program this year. It couldn't have happened without them.

There were some challenges this year, and there are still many unknowns about the coming year, but we are committed to learning and growing in unexpected ways to maintain the strength and vitality of the First Unitarian Religious Education Program. Can't wait.

Sincerely
Ben Rosensweig

MUSIC DIRECTOR'S REPORT

SUBMITTED BY EARL NAYLOR

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.

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.

When talking about the choir we must mention our choir director, Joel Knapp. Of all the musicians I know in the area, I can think of no one better suited to this congregation than Joel. He brings to us an extensive choral repertoire, fine musicianship, and a personality and temperament perfectly matched to the choir. We are lucky to have him.

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 participates in music (i.e., joining the choir).

CHOIR DIRECTOR

SUBMITTED BY JOEL KNAPP

I am humbled and joyful every time I get the opportunity to stand in front of the First U Choir. The singers are talented, smart, and dedicated. We are sincere in our desire to consistently provide you with a wide variety of styles of quality choral music. Our new minister has injected a new enthusiasm into the congregation which includes the choir.

What an unusual year. The choir is great and strong and loving our new minister. The fall was perfect in my mind. With the communication and planning between the choir and the worship leaders, we were able to match our music with the sermon with much greater frequency than before. I believe that when we can do that most people can feel it.

We had fun preparing and presenting “A Day for Dancing” by Lloyd Pfautsch. A flute, oboe, bassoon, and percussion joined us. Our homegrown soloists did a fantastic job.

A wonderful Jazz Sunday followed in January with Ricky Haydon (guitar) and Scott Alberici (clarinet)

More good Sundays followed until we came to a screeching halt, like the rest of the world.

We look forward to the time when we can rehearse and share music with each other and present it in a worship setting. Until then, our weekly virtual Happy Hour via Zoom will keep us in touch.

Mega thanks to Nick Pendergrass. He has been a silent partner, along with Claire W, in bringing First U Choir music to the virtual worship services. His knowledge and perseverance are greatly appreciated.

To quote Tiny Tim: God bless us, everyone.

ADMINISTRATION & PROGRAMMING

SUBMITTED BY LYNN YARRINGTON HUNT

This has been my second full year in this position. While some things were becoming routine and standard, there were many new and different events and then, of course, adapting to our new COVID 19 environment.

The year began with supporting the many activities of the Candidating Week and the special Congregational Meeting for the calling of Kim Mason. It has been a great pleasure to re-connect with Kim and work with her in this new relationship.

In the fall I spent a good amount of time working with our IT contractor to set-up the new office email system and establishing our new document filing system in the cloud. There is still some organizing of older files that needs to be accomplished, but the new system has worked very well and has been invaluable with office functions and communications while working primarily from home offices during the Stay at Home protocols. We also began the task of physically reorganizing the offices in the church building this fall.

I also spent time in the fall working with the Facilities Cluster on a safety review and offering safety trainings to groups within the congregation. Many thanks to Lisa Cary and Clint Cruse for their efforts in this area. In addition to this work, I meet regularly with facilities and spend time addressing the many physical plant issues that arise. Having our kitchen certified has proved to be a more complicated and cumbersome project than I had hoped and continues.

I meet regularly with the Finance Committee and strive to continue to monitor our finances closely. I generally have weekly communications with our treasurer, Kathy Wilke, and during canvass and budget time with Finance Chair, Steve Smidowicz. Taking advantage of online elements (such as online pledging, online payments) has continued to grow and has been vital during the pandemic shut down.

I started meeting with the Personnel Committee this year as well. It has been worthwhile to spend time with them as we initiated a review of the Personnel Manual and addressed employee issues. One item that was brought up to date this year was bringing the church into compliance with the regulations of our retirement plan and bringing on part-time employees who qualify for the plan.

I continue to support regular and ongoing programming such as the annual Hanging of the Greens. In addition, this year I was very involved in the 'Play for All' auction which was a major fundraiser for the 7 Spaces Garden Play Area (which is the play space initiative which was started when I was in the Religious Educator role). The auction was a wonderful event and enthusiastically well received. There is now roughly \$36,000.00 in the reserve account for the play area, and plans are to move ahead this summer with initial implementation. Exactly which elements of the space can be completed with these funds is being analyzed.

Other programs that I regularly support are the High School Youth Group (which will be assumed by Ben Rosensweig in the coming year) Covenant Groups (which I look forward to re-vitalizing with Rev. Mason in the coming year -- especially as a mechanism for community support during this time of pandemic), miscellaneous Adult Education offerings and Toward Justice educational opportunities. I also try to support our Social Responsibility efforts -- especially the designated collections. I was also beginning to meet with our new Membership Committee to support their efforts.

Of course, the closing of the building due to the pandemic took a good deal of effort and coordination (working with our rental groups, setting up remote office, etc.). I generally go by the church building at least once a week (usually twice) to check on the physical

building and collect the mail. I continue regular communications with our custodian, Elliott Smith, about areas that need attention and with our Facilities Group. I will be participating in our new Covid Task Force which will be examining procedures and protocols for future building use as we try to mitigate the spread of this virus. I anticipate that this work will be a primary focus in the coming months.

In closing, it continues to be an honor to serve this historic congregation in so many ways and work with a staff team and lay leaders who are dedicated to bringing Unitarian Universalism into as many lives as possible.

ADMINISTRATION

Personnel Committee

What a year it has been for First Unitarian Church of St. Louis! The past year has brought us a long-awaited settled minister (yay!), and our committee has assisted in the process of onboarding her and finding out ways we can help her achieve her ministry goals. We continue to be grateful for the long-term, committed employees who serve this congregation and who respond with enthusiasm and open minds and hearts to the inevitable changes we experience. This year Ben Rosensweig stepped more fully into their current role of Religious Educator, and our church music professionals Joel Knapp and Earl Naylor officially changed their job titles to Choir Director and Music Director, respectively (titles which more accurately reflect their roles).

The Personnel Committee is in the process of reviewing our employee handbook – last reviewed comprehensively back in 2011 – in light of the UUA’s new model personnel manual. We will continue to update our policies and review of church staffing needs in the wake of the unprecedented challenges posed by the coronavirus pandemic and the City/County Stay-at-Home orders which forced us to move to online worship and cease use of our church building for now. As Rev. Kim completes her first church year with us, we are thankful for her creative ministerial leadership in keeping us connected even though we cannot physically be together.

The Personnel Committee continues to need new members, and it is overdue for new leadership. I strongly encourage anyone interested in serving on or chairing the committee to contact either me or the Policy Board President for more information about how to get involved. – Betsy Grimm-Howell, Chair

Submitted by Betsy Grimm-Howell

Ministerial Search Committee

As stated in last year's annual report*, the Ministerial Search Committee announced to the congregation on May 12, 2019 that it had selected Kim Mason as ministerial candidate for First Unitarian Church of St. Louis. Following that announcement, the committee began planning for Candidating Week, to be held June 1-9. A special congregational meeting following the church service on June 9 would be held to affirm Kim as our Settled Minister.

With the help of many volunteers, the committee organized numerous events and programs to provide Kim and congregation members/friends opportunities to get to know each other. Kim provided a video introduction to the congregation prior to the week and delivered her first service, titled "A Risk Worth Taking," on June 2. Throughout the week Kim met with most of our standing committees, members and friends, staff, RE families and children and Policy Board and Church Council members. On June 9, she presented her final Candidating Week service, titled "Joy Comes in the Morning."

At the special congregational meeting** following the service, presided over by Policy Board President Sue Ashwell, Kim Mason was called as our Settled Minister with a 98% affirmative vote. (She also received a 100% affirmative vote from RE children in a separate meeting.) A fun-filled and joyous celebration was held in Fellowship Hall after the congregational meeting.

In a milestone event for First Unitarian Church of St. Louis, Kim was ordained and Installed into our church on November 24, 2019 as the Reverend Kim Mason.

The search committee would like to, once again, 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, Sue Ashwell and the Policy Board, Transitions Team, Compensation Negotiating Team (Kathy Wilke, Betsy Grimm -Howell, and Steve Smidowicz), everyone who participated in the survey and focus groups, and everyone who helped make Candidating Week a big success. We could not have accomplished all of this without each of you! It was truly an honor for us all on the search committee to have served you!

Respectively submitted, Larry Dusenbery (Committee Chair), Ashley Gray, Amanda Kracen, Cathy Rauch, Lisa Ross, and Claire Weichselbaum.

*For a more complete report of the Ministerial Search Committees work see last year's Annual Report

**See minutes of Special Congregational Meeting for additional details of meeting to affirm Kim Mason.

Committee on Ministry

The Committee on Ministry was formed in the final months of 2019 and held its first formal meeting in February, 2020. The five members of the committee were appointed by Policy Board as follows: Jeff Cary, Charles Eby, Erica Irwin, Jeanette Myers, and Betty O'Neill. Jeff, Erica and Jeanette agreed to two terms, while Charles and Betty accepted terms of one year each. Jeanette agreed to serve a one year term as chair. Margaret Weck was appointed as the non-voting board member on the committee. Rev. Mason is also a non-voting member. The committee is charged by the UUA to assist Rev. Mason in her professional development during this first year of her ministry, and to evaluate her skills and accomplishments during this first year. The second charge, as determined by the Policy Board is to study the full range of our congregation's Life Long Learning Programs . and to report our findings to the board .

Submitted by Jeanette Myers

CHURCH COUNCIL COMMITTEES & GROUPS

Finance/Stewardship Cluster

Finance Committee
Canvass Committee
Chalice Lighters
Fundraising

Facilities Cluster

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 (not active)
Covenant Groups
ERDE
Flower Coordinator
John Learned Book Shop (coordinator)
John Learned Library
Lewis Ministerial Intern (not active)
Lifespan Faith Development
Music
Worship

Social Responsibility Cluster

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

FINANCE COMMITTEE

SUBMITTED BY STEVE SMIDOWICZ

The Finance committee continues to meet mostly quarterly, except for the more recent need to meet monthly earlier this year in order to develop the Church's FY2020-21 Budget.

For this year, the committee:

- Advises and works with the church administrator and Treasurer on operational issues with financial impact.
- Worked directly with the Canvass committee, our minister Kim, Sue our Board President and the Council as needed
- Continues to target an investment 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.

FY2020-21 Canvass

Canvass this year again had a quick response early within the first few weeks being supported by church leadership and more long-term donors. The remaining weeks had a modest rate of contribution slowing to zero towards the end of the campaign. While the theme this year intended to springboard growth for our mission with the enthusiasm behind our new minister Kim, that growth was stunted by the outbreak of Covid-19. This year, we experienced a drop in member pledge contribution from 79 to 72%. Friends pledge rate stayed consist at 53%.

FT2019-20 Budget

With the current fiscal year still in-flight, the Finance Committee projects a potential deficit for this year. In discussions with both the Board and Council, the committee recommended the utilization of upwards of \$20,000 from two reserve accounts – the Memorial and the Special Gifts funds – to help cover any shortfall in the current fiscal year. These monies are needed to keep the annual budget balanced per our bylaws.

This approach is taken to preserve the General Fund which is limited in the unrestricted funds available to cover such a gap. These two funds are Council directed and have been researched to show there are no donor implied restrictions on the monies use.

FY2020-21 Budget

The budget for the coming fiscal year (FY2020-21) is constraints (again as in past years) by revenue concerns, but for different reason. The impact of Shelter-in-Place orders came during the second week of Canvass, impacting both Church and Canvass planned activities. While some congregates are fortunate to be able to increase there pledges, others are not, and the Canvass yielded a net 1.7% decrease for the pledges received.

Since Canvass pledging did not reach the targeted funding objective, and we project decreased building use revenue, the Finance Committee in collaboration with the Board and Council crafted a 'Keep the Candle Burning' Budget. This budget:

- Maintains most spending levels from last years with some reductions in a few expense areas
- Maintains current staff salaries, including newly included retirement contributions
- Increases slightly the 'path back to' UUA 'Honor Congregation' contribution started last year. Monies for this slight increase will come from a \$3000 draw from the Memorial and the Special Gifts funds. The intent here is to recognize the assistance we have received from the UUA over the past few years, while properly managing our resources during this Covid-10 crisis.

The 'Keep the Candle Burning' Budget still has an approximate \$23,000 deficit.

As chair of the Finance Committee, I want to share with all of you the comfort in knowing that now - even with this challenge – our congregation is in a good position to weather this current fiscal challenge. With the commendable stewardship of our Endowment by the Finance Committee, which has managed it in a manner to enable it to be well balanced for growth and short-term reserves, we have the funding to rely on our own resources to close the budget gap for next year.

This will be achieved by:

- Fully funding the 'up to' 5% endowment draw as defined in our church bylaws to support the operating expenses on an annual basis. This withdrawal does not require a vote by the congregation.
- Requesting a vote from the Congregation during the FY2019-20 Annual Congregational meeting in May 2020 to authorize an additional 'up to' 4% withdrawal from the Endowment.

One method that could have assisted us, was to take advantage of the Payroll Protection Program (PPP) which has been rolled out by the Federal Government to address the furlough and possible layoff concerns due to the economic impact of the Covid-19 crisis. This approach would only have addressed the immediate need for salary continuation during the end of FY2019-20 (this fiscal year) and possibly during the early part of FY2020-21 (next year). While a potentially forgivable loan, the clarity and certainly of the nature of how that would work out is unclear at this time.

During a number of conversations within the Finance Committee and then along with the Council, the Finance Committee felt, and unanimously recommended, our church NOT participate in that program.

As outlined above, we as a congregation are fortunate to have a well-managed Endowment. It is being managed to allow us the breathing room to utilize it for the type of situation we find ourselves in right now. The Finance Committee completely agreed that by utilizing our own resources, we free up the PPP monies we might have used to enable some other congregation or organization to address their crisis finance burdens. While we cannot rely on the endowment indefinitely, we do have flexibility in the short term to avoid financial uncertainty.

Last years report offered ideas about future financial stability. While still a good conversation into the future, the Finance committee has more immediate short-term goals for this year. The Finance Committee will:

- Continue to steward our church financial resources
- Work with our minister Kim, the Board and Council to strike a balance between both long-term stability and potential short-term need
- Support the mission of our church so that we as a congregation can get back to our intended goal of 'Growing it Forward' once we emerge from this current crisis and find our new normal as a church.

Submitted by Steve Smidowicz, Church Council Stewardship Cluster Chair and Finance Committee Chair

Finance/Stewardship Cluster

Canvass Committee

See the Finance Committee Report

Chalice Lighters

Information about this program (which supports congregations in the MidAmerica UUA Region) was presented during a session on the 2019 Unitarian Universalist General Assembly and general information about the UUA.

Fundraising/Auction

A successful Auction was held to support the 7 Spaces Garden Play area. See Religious Education and Administrator for reports.

Facilities Cluster

Facilities

Overview:

The Facilities Committee oversees maintenance, repair, modification and upgrades to the building and grounds owned by the First Unitarian Church of St. Louis at 5007 Waterman Blvd. Facilities, Landscaping, Green Sanctuary and Esthetics are fall under the Facilities Cluster and meet together as “Facilities” .All focus specifically on maintenance, beautification and the “greening” of the church and church grounds. Our slogan is “The Facilities Cluster- Keeping the Roof Up and the Weeds Down.”

Current Members: Clint Cruse (Facilities Chair), Lisa Cary (Facilities Cluster Coordinator, Landscaping Co-Chair), Karen Siegrist (Landscaping Co-Chair), John Cuntz, Nick Pendergrass (Audio Team Lead), 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), Stan Veyhl and Vicki Carlson are longtime now emeritus members. Thanks to the many volunteers who have helped out with various repair work and

fundraising projects; that would include Norma Vogelweid, Jeff Till, Terry Yokota, Woody and Leslie Sullivan, Jeff Cary, Erin Milligan, Dan Truran among other others. We are very grateful for their help. All committees continuously seek new members.

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

- We continue 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.
- Specifically; assisted church administrator with various and ongoing repairs (grease traps, boiler, HVAC, replaced hot water heater, alarm system, plumbing issues, parking lot lighting).
- We continue to work in support of the Play Space Project.
- Work days painting, plastering, repairing doors, replacing doorbells, painting fence railings, cleaning and various and sundry smaller repair projects.
- Reformed Safety Committee. Updated Safety Manual, conducted security review, developed and conducted safety training.
- Forming an audio team. Achieved significant upgrades to Sanctuary sound (see separate Audio team report), purchased sound system for Hope Chapel and as Sanctuary backup.

Ongoing/Pending projects:

- Continued updating of the Long Term Maintenance Planning Document
- Additional safety training
- Continued improvements to Sanctuary sound and lighting (see Audio Team report)
- Refinishing Hope Chapel Floor
- Finishing plaster repairs at the rear of Fellowship Hall

- Continued support of Play Space planning and installation
- 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 iron piping, more railings and fencing
- Various additional interior painting and plaster touchup
- Converting some restrooms to single use, gender neutral.

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

- Repaving/replacement of parking lot. (~\$6k-\$40k).
- Repair/Replacement of additional HVAC systems (~\$3k+ each).
- Replacement of appliances (stove ~\$5k).
- Acoustic treatments for Fellowship Hall (\$500-\$5K).
- Conduct exhaustive structural building inspections to identify current or pending issues.

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

Submitted by: Clint Cruse

Sound System & Sanctuary

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

- Repaired and improved the hearing assist system for the sanctuary
- Improved the sound system in the church to make it easier to understand spoken words
- Upgraded sound system software, enabled useful features and written documentation
- Added iPad remote control of the

sound system to provide easier mic selection and level control during services or events

- Revised the wireless microphone system to make it interference proof
- Repaired the speaker system for the Dodson Room and put its volume control on the system control panel

Ongoing/Pending projects:

- Further develop a Technology Team to support and operate the church's sound system in services and events
- Implement more formal training of Worship Assistants and others about use of the sound system
- Investigate and propose better lighting in the sanctuary
- Make lighting brighter and render colors better
- Make it energy efficient
- Use a few wide range dimmers for full lighting control
- Investigate and propose ways to reduce reverberation in the sanctuary to further improve intelligibility of spoken words while preserving pleasing musical effects.
- Investigate and propose a sound control installation to reduce noise in Fellowship Hall during coffee hour and other events
- Investigate and implement better feedback control in the sound system
 - Revise the sound system to also record every service from at least one wired mic that would always be on near the piano and any musical performance.

Submitted by Nick Pendergrass

Arts and Aesthetics

Dan Franklin continues to coordinate and manage art exhibits in Fellowship Hall.

Landscaping Committee

The church gardens came to life again this spring, blissfully unaware of the pandemic. The weeds are thrilled, no doubt, that we were forced to cancel our monthly gardening days in March, April, and May.

We did manage to install some new evergreen trees in the front of the church, including a new columnar boxwood to replace the expired holly tree next to the front entryway. We have also filled in several bare spots with reliably hardy plants.

Keeping the landscaping looking nice is a big job. Despite the help of a core group of volunteers, we had to hire a landscaping company last year for weeding in summer and leaf removal in the fall. Blue Sky cares for the grass, and a tree service treats the 2 ash trees every other year against Emerald Ash Borers. Thank you to the volunteers who helped us on gardening days last summer and fall.

Hopefully, we'll be able to start those again soon. We're also grateful to donors who help supplement our budget for lawn care and other needs.

The current Landscaping Committee is Karen Siegrist and Lisa Cary. We get help and moral support from the rest of the Facilities Cluster: Clint Cruse, John Cuntz, Nick Pendergrass, and Lynn Hunt.

Submitted by Lisa Cary and Karen Siegrist

Greenleaf Garden on Holy Ground

This year the garden grew low maintenance sweet potatoes that were donated to several area food banks.

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 continues 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 one memorial service and reception this year.

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

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

As always, many thanks to the cadre of Care and Concern Volunteers.

Submitted by Claire Birge

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 6 new members!

This year, a welcome letter accompanies the first newsletter sent to visitors. Visitor orientations with the minister are held once every month. A member of the Membership Committee greets 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.

Membership has been active this year (prior to the pandemic) as Emily Colton, Tony Fathman, Peggy Feinberg, Gwenne Hickman, John Kuntz, Heidi Meister and Susan Morse have assumed roles on the committee. The Committee had considered New Member Dinners (one each in the Spring and Fall) which would have been hosted at the Fathman's after church, potluck style, with the Membership Committee, Reverend Kim and others in attendance. Those plans have been put on hold, due to the pandemic. The Membership Committee has completed New Member Spotlights to highlight our new members and introduce them to our church. Once we resume meetings, new members will be invited to our monthly Membership Committee meetings to collaborate with us about ways to increase welcoming and inclusivity. Tony Fathman began working on a Coffee Cup Project (with Lisa Cary) in which every new member will receive a special coffee cup that's to be kept in Fellowship Hall for the first year of their new membership. This is designed not only to make our new members feel special, but to invite others to welcome them in. These special coffee cups may also incentivize

new memberships! Additionally, the Membership Committee plans to bring back Circle Suppers, a church tradition that is sorely missed by many. More on this when things resume. Finally, the Membership Committee is/ was responsible for interviewing the congregation's Fellowship Dinner Honorees. This has been postponed due to the pandemic. The Membership Committee will resume its monthly meetings when church activities resume.

Submitted by Erin Milligan

PR/Marketing Committee

We had a replacement of "The Search is the Answer" banner printed prior to Rev. Kim Mason's installation. The location of the banner hit a snag, in late 2019, when a member of the public complained that hanging it on the church fence violated a city ordinance that required a 10 ft. space between the curb and a sign (we had had no complaints for 6 years before that!). With the assistance of the Facilities Committee, a metal frame was constructed that met the required 10 ft. from the curb, and on which we could hang various church banners. 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. Of course, all in-church sales have been 'placed on hold' until the church is able to reopen, after the coronavirus pandemic restrictions are safely lifted.

Submitted by Donald Jeffries

Women's Alliance

Women's Alliance of First Unitarian Church is a group of women who desire to have a fellowship with one another, interesting, informative programs and support for our members and the church as a whole. We have 22 members and 8 friends who are out-of-towners. Our main project is to award a yearly scholarship to a woman 21 or older who is finishing her education, is a member of a Unitarian Universalist church or fellowship in our area and a registered student. The decision for this year's selectee will be made by the Women's Alliance Scholarship Committee in May. Original funding for the scholarship was provided as a bequest from Edna Landzett. This was invested and has been supplemented by many contributions over the years. Our budget includes a gift to the church and non-profits in the community that members suggest. Funding is from investments, donations, and bequests from members. The Alliance also gets money from the Opportunity Shop and Alliance dues, which are \$30 dollars a year. The Women's Alliance also gives \$400 to the Partner Church Committee. Business meetings are the second Tuesday of every month at 11:00 am. The meetings are open to all members, are "bring your own lunch", and include a 1:00 pm program with time for questions and discussion which is open to all.

Officers are President Nadine Vlietstra, Vice-President Kimberly Perry, Treasurer Judi Crouch, Secretary Susan Knoll, Finance Chair Sheryll Coulter, Program Chair Carole Watson, Scholarship Chair Lori Calcaterra and Church Stewardship Judy Till. In accordance with the Women's Alliance by-laws, new officers and chairs for next year will be voted on at the Alliance's next business meeting.

Submitted by Nadine Vlietstra

Young Adults Group

First U Young Adults Group is a place for those in their 20s and 30s to connect, reflect, be of service, and have fun! The 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, Lisa Eman was the facilitator.

Activities included:

- monthly vespers services and social time
- Hosting a annual "Friendsgiving" potluck in November.
- Sponsoring a family through the 100 Neediest Cases program.

Programming Cluster

Archives Committee

The church archives continue to be maintained by member Melanie Fathman.

Clark Lecture Committee

Inactive this year..

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; Dan Franklin and Terry Yokota — General Interest Group; Jon Eman — Young Adult Group. There is a need to re-vitalize this program which serves as an important component in community building and spiritual exploration of individuals. Rev. Mason and myself are planning 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 are a group of like minded nature lovers who offer each other love and support in trying times. Our goal is honoring the seventh UU principle in our lives and worship - Respect for the interdependent web of all existence of which we are a part.

Sacred Rituals that we invite our Church members to participate in and that are family friendly.

The rituals we offered this year included:

Our Fall Equinox Celebration we took a group hike to honor nature.

For Winter Solstice, the theme was – “holding the hope for one another, sharing our light” We walked a spiral created of pine boughs in the chapel to beautiful live harp music and lit candles to share our light that we set along the pathway. Later we shared hopes for the year that our meditative time in the circle brought to mind.

For spring equinox we participated in the Fellowship Friday Zoom Service this year thru and offered a guided meditation of grounding and healing in this time of stress and change.

Our Erde group has been a great support to many of us throughout the years and we are navigating change ourselves as the very busy Sue Herzberg attempts to take over as chair of this committee and keep it running. We all greatly look forward to meeting regularly at the church again in person when it is safe. Merry meet, merry part, and merry meet again.

.Submitted by Sue Herzberg

Flower Coordinator

Fresh flowers for Sunday morning services in the sanctuary 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. Poinsettias purchased by members and friends helped decorate the sanctuary during the winter holidays. Margaret Weck and Jamie Laing contributed a new artificial flower arrangement to use on Sundays when no one has signed up to provide fresh flowers. Finally, special thanks go to Kimberly Perry for creating the beautiful Thanksgiving cornucopia this year.

Submitted by Dottie Kinscherf

John Learned Bookshop

George Matusek continues operate the used bookstore every Sunday.

John Learned Library

Between May 1, 2019 and April 30, 2020, the Library Committee purchased 19 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. Books can be searched by title, author, publisher, subject area, and key word.

Members of the Library Committee in 2019-2020: Sarah Dashner, Dottie Kinscherf, Dori Miller, Joel Minor, Woody Sullivan, and Terry Yokota.

Submitted by Terry Yokota

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 Earl Naylor and Joel Knapp. When possible, one of our members has attended meetings of the Worship Committee.

We continue to follow the mission developed by an earlier chair of this committee, George Grimm-Howell: S. O. N. G. ---that is, Support our staff; Own quality standards; Nurture our community; and Guard our infrastructure. One can obtain a detailed copy of this mission by emailing: judithkmeyer@yahoo.com.

The Music Committee convenes physically on an as-needed basis. Issues that can be solved via email meetings are handled via email. Committee members are always willing and ready to meet at the church when the need arises.

As with other committees of the church, our challenge continues to be meeting the needs/desires of the congregation when we are allotted a limited budget. Every attempt has been made to utilize members of our congregation on non-choir Sundays. We know that the congregation greatly appreciates members and friends who have donated their time and talents to fill those Sundays with beautiful music. We continue to enjoy outside guest musicians on Jazz Sunday and also enhancing the music on each of our two Music Sundays.

A concern of ours which we have previously addressed with both the Policy Board and the Church Council focuses on the use of the "Music Reserve Fund." We have requested that no monies be drawn from this Fund without the approval of the Music Committee and/or the Director of Music, Earl Naylor.

We know that the First Unitarian Church budget for the year 2020-2021 will be completely different than any of the previous budgets in our recent history. We are ready to help in any way we can to assist our church in meeting the challenges ahead.

Submitted by Judy Meyer

Ushers

Our dedicated ushers rotate set weeks in the month. This year's team was: Gwen & Joel Hickman, Tom Craddock, Gabe Enz, Tara Perry, T. JI Hunter, Alvin and Nadine Vlietstra and Lori Calcaterra & Roy Taylor. Frequent substitutes were Margaret Weck & Jamie Laing and Jeff and Lisa Cary. Bob and Cathy Reszinski retired from this service after a long tenure. Thank you all!

Worship Committee

The 2019-20 Worship Committee (WC) embodies the innovation and tradition at our church that is a vibrant expression of Unitarian Universalism. Last fall saw dramatic changes as we welcomed both a new minister, Rev. Mason, and a new chair of the worship committee, George Grimm-Howell. Current members include (in alphabetical order) Sarah Dashner, Dwight Homer, Carole Watson and Claire Weichselbaum. We are actively seeking additional committee members after two resignations this year.

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

The church year for this committee began with a retreat to get to know our new minister and create priorities for the year that would move us forward. One key decision was to begin using a monthly worship theme to create more continuity and depth in the worship experience. We also renewed the order of service in collaboration with Rev. Mason — in particular, paying attention to the rhythm and flow of the service, alternating between the spoken word and music. We added a sung response after our chalice lighting, for

example, reviving a First Unitarian Choir tradition with Tony Fathman's "Come Into the Flame."

The WC, which is also responsible for coordinating Worship Assistants, held a worship training session last fall. The committee developed extensive guides to help inform and inspire Worship Assistants as well as Worship Leaders. We were excited to add Ann Truran to our roster as well as welcoming our returning WAs. We added a new tradition of the WA selecting their own chalice lighting reading, in consultation with the worship leader.

Fellowship Fridays, the all-ages potluck and chapel service that take place on the third Friday of each month, became a program of the worship committee this year. The Fellowship Fridays coordinator now sits on the Worship Committee (for 2019-20, Claire Weichselbaum served in this role). Highlights this year included a beautiful candle-lit solstice celebration, a "UU the Vote" evening of activism, and a Blessing of the Animals service that took place over Zoom during the quarantine.

Another key project undertaken this church year was headed by Norma Vogelweid. It involved working with our church archivist, Melanie Fathman, and other church staff and members both past and present, to document stories about the beloved artifacts in our sanctuary. These include the Dobson Pipe Organ, the Chancel Mural and the pulpit. We will be publishing these stories soon so that all may have a renewed appreciation for our long and rich heritage in this historic sanctuary. Finally, with the dramatic change in our social landscape ushered in last March by the COVID-19 pandemic, the worship committee and Rev. Mason were forced to adapt quickly to the rapidly unfolding demands of social distancing and the closing of the church building. We are especially grateful to Claire Weichselbaum, who stepped forward to take up (and create!) the online worship producer role. After establishing how to both live-stream our services and to post them on YouTube afterwards, she formed a tech committee to support this new way to do

virtual church. She and Rev. Mason, along with all the worship assistants, adapted quickly and navigated a very short and steep learning curve with the result that we are producing a top-quality virtual worship experience for the next few months.

The committee looks forward to continuing its tradition of facilitating lay-led worship in the summer by both individuals and groups within the church. We are now entertaining proposals for individual and group-led summer worship services. Please contact George Grimm-Howell if you'd like to learn more.

Submitted by George Grimm-Howell,

Ordination & Installation

The committee to plan the ordination and installation of our Rev. Kim Mason was created by **Sue Ashwell** as President of the Policy Board. Its members, along with multiple other committees, covenant groups, individuals and staff, worked together to host and welcome Kim to our congregation during the ceremony and reception held Sunday, November 24, 2019.

With guidance and input from Kim and instruction from a UU manual, the committee was able to cover the fine points of the planning.

Some of the key sub-committees included Publicity handled by **Lisa Cary, Sue Herzberg and Lynn Hunt** who wrote a press release, website announcement, and helped with design and layout of the e-vites. The travel and lodging/guest hosting was arranged by **Lisa Ross** and presented a special challenge due to the upcoming Thanksgiving weekend. Lisa helped arrange hotel reservations, hosts for homestay, transportation to and from the airport.

The first night of the arrival of Kim's family and friends was highlighted by a cocktail reception hosted by **Melanie and Tony Fathman** for out-of-town guests, members of the **Search Committee, Boards of the church and staff members**. Many volunteers from the church provided food and the Fathmans' donated wine. **Bill Drendel** took candid photographs.

To prepare our building and put a “sparkle” on its beauty, **Larry Dusenberry** worked with **Clint Cruse, Facilities committee and Elliot Smith** to make sure the sound system was intact, the grounds were clear and the building was clean.

Handling the details of the ceremony were **Cathy Rauch and Andi Berin** who served as hostesses for the visiting ministers. The covenant group headed by **Dan Franklin and Terry Yokota** handled ushering. **Margaret Weck** served as the Marshall to manage the visiting ministers and the procession into the sanctuary. The flowers in the sanctuary were donated by **Claire and Stan Birge**.

During the ceremony, **Claire Weichselbaum** served as videographer for the ceremony. Following the ceremony formal photographs of Kim’s family and special colleagues were taken by **Clint Cruse**.

The ceremony itself was arranged by Kim with music advice from **Earl Naylor and Joel Knapp** and performances by special guests of Kim, the **MUUses and the First U. Church Choir**. Kim was presented a beautiful, meaningful, handmade stole created by **Cathy Rauch**.

The Order of Service was a piece of art put together and printed by **Dan Franklin and Terry Yokota**. Its beautiful cover was created by a classmate of Kim, Denise Cawley, specifically for her Ordination and Installation.

The children and youth groups presented a book of wishes compiled with and created by Religious Educator, **Ben Rosensweig**. Following the ceremony, attended by 150-175, everyone was invited to attend a reception in Fellowship Hall. The stunning décor was created by **Karen Edmonds**. The set-up was quickly put together with a large number of volunteers arranged by **Judi Crouch**. The food was catered by Russo’s arranged by **Joan Kindleberger**. Many helpers, including the **Youth Group**, kept the food replenished throughout the reception. The clean up was handled by the **Women’s Alliance** the next day.

We were able to stay under budget and with the remaining funds plan to put together an

album of the photos of the day and possibly upload the video to YouTube or other online resource. In addition, some financial assistance was provided for visiting ministers travel costs.

This event was truly a whole church endeavor that is a testament to the excitement surrounding Kim’s arrival. More people than I can name helped make it memorable. I thank each and every one of you and look towards the future of our church with Rev. Kim Mason

Submitted by Jane Hoelkelman

Social Responsibility Cluster

Fair Trade Coffee

The Fair Trade Coffee Project at First Unitarian sells Fair Trade coffee, chocolate, cocoa, tea, and olive oil; most of the products are also organic. For every pound of fairly traded products sold through the UUSC Coffee Project (of which we are a part), Equal Exchange donates 20 cents to the UUSC Small Farmer Fund. Because of the Covid-19 pandemic, our last day of Fair Trade sales for the current fiscal year was March 1, 2020. Even so, our sales of Fair Trade products totaled \$4108.30 in the period beginning May 1, 2019 and ending April 30, 2020, 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 and Dan Franklin

First Church Community Fund

The First Church Community Fund (the Fund) was created to encourage church members’ involvement in community non-profits that serve the poor, under-represented and homeless and to support their work through grants.

This year the Fund awarded grants totaling \$4900 from earned income of its restricted endowment. Grant monies were partially

offset by \$2600 raised through proceeds from a fundraising dinner, a donation in memory of Charles Manley and support from the Alliance.

Grants

The FCCF committee maintains a database of over 70 community non-profits, each of which is sent information in July regarding FCCF grant criteria, timelines and its application and selection processes. Church members can recommend additions to the Fund database by June 1st by forwarding organizational contact information to the Church Administrator or FCCF Chair.

The Fund committee reviews all grant applications and announces selections in early October. Preference is given to smaller non-profits as well as projects for which FCCF grants, typically less than \$500, may be leveraged for greater impact.

Following are 2019 grant recipients:

Americorps St. Louis (\$500—Defibrillator purchase)

CRC Weatherization Project for Grace Hill (\$500—Carbon monoxide detector purchase)

Cornerstone Center of Early Learning (\$400—Tuition scholarships for families in crisis)

Family Forward (\$500—Client transportation and childcare costs)

Guardian Angel Settlement Association (\$500—Diapers, wipes and formula)

Joe's Place (\$500—Meals for teens and house parents)

Room at the Inn (\$500—Food purchases)

Southside Early Childhood Center (\$500—STEM materials)

Trinity Food Ministry (\$500—Support of its multi-pronged outreach to local needy)

Walker Scottish Rite Clinic for Childhood Language Disorders (\$500—Speech and language therapy services at Southside Early Childhood Center)

Committee Members for the 2019-20 year included: Reena Chesla, Hanley Chiang, Kay Dusenbery, Donald Jeffries, Alyssa Morrison, Margaret Weck and Laura Zacher. Beth Herbster and Dale Shuter served as advisory members.

Submitted by Rosemary Lawton

Holy Ground Collaborative

The HGC, of which First Unitarian is a founding member, now has 7 member congregations.

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.

While we engaged in that project in 2019, due to the coronavirus pandemic, it is unclear whether we will be able to do so this year.

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 20 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. Due to the COVID-19 pandemic and the far greater number of people who are now unemployed and food-insecure, the need to food and clothing donations is far higher than it has been in year's past.

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, Gwenne Hickman, Erin Milligan, Alyssa Morrison, Mike Nolan, Kimberly Perry (Chair), Luke Steffen, Nadine Vlietstra, Carole Watson, John Watson, and Laura Zacher.

Several successful fund raising events were held during the year, including the holiday bake sale Sunday December 8, designated

collections November 10 (P.C. Sunday) and March 22, and the dinner/program Saturday November 9. The last was part of "Partner Church (P.C.) Weekend." The programming publicizes, educates, and encourages greater involvement by the entire Church community in our Partner Church program. The P.C. Committee is grateful to the church community for its support. The Committee is also grateful to have received funding from the church's Women's Alliance, which helps fund student scholarships.

UUPCC (U.U.P.C. Council) Executive Director Rev. Roger Bertschausen preached November 10 a sermon titled "Partnership in a Complicated World." Rev. Kim Mason participated in the service, which began with playing a recording of the Csokfalva church bells.

The theme of the Saturday night November 10 P.C. Dinner was "Meet the Transylvanians" and featured presentations by Laura and Kimberly on the people of Csokfalva and the nature of partnership, and presentation of a gift from our partner church pastor Rev. Lorant Tokes to Rev. Mason. Dinner guests offered suggestions for activities during Lorant's and seminary student Babett Szombatfalvi's visit. Gwenne, Erin, and Laura discussed with Lorant, Babett, and Lorant's other US partner churches a visit to his U.S. churches. Our church has funded Babett's education since high school and into seminary. She has acted as host and translator for those of us who have visited Csokfalva. Plans are for the visits to be in August-September 2020, but may be delayed until 2021 due to the pandemic. The Committee applied for and received a \$500 UUPCC Cathy Cordes Travel Grant to help with the costs of the visit.

Kimberly, Stan, and John worked with church Board President Sue Ashwell and members of the Finance Committee to revise the policy for the P.C. Reserve Fund. The revision enables the committee to support a visit by our P.C. minister and student, and to establish a travel grant for church members to visit Csokfalva. Members of the P.C. Committee participated in candidating week, meeting with Ministerial Candidate Kim Mason.

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. Since the beginning of our partnership in 1991, our church has provided over fifty scholarships. Other ongoing expenses are providing a supplement to Lorant's meager salary and paying dues to the UUPCC. Funds were also sent to Csokfalva to rebuild an old shed/outhouse into a storage building.

Goals for the future include: 1) continuing our ongoing financial support of P.C. village scholarships and ministerial salary supplement, 2) providing financial assistance for travel between First Church and Csokfalva, 3) continuing our contributions to P.C. building restoration projects, 4) exploring opportunities to increase communication between our congregations, and 5) bringing Lorant and Babett to St. Louis for a visit.

Submitted by Kimberly Perry

Social Responsibility Committee

The Sandwich Making Project, which the SRC sponsored for many years, is currently in abeyance. With the COVID-19 pandemic, the church is closed, so we have no certified kitchen in which to prepare the sandwiches.

The Social Responsibility Committee oversees the First Church Designated Collection Program which invites church members and friends to nominate non-profits to receive the proceeds of one Sunday plate collection. Eligible organizations must have designated 501 (c)3 status and meet Designated Collection Policy eligibility criteria.

The SRC meets prior to the start of each church year to review nominations from which a slate of organizations are selected and submitted to the Board and Minister. Our Designated Collection program is one of several ways in which First Church supports good work done in our St. Louis community and portrays our UU principles.

We also accept nominations for nonprofit organizations and church committee for the bi-monthly Designated Collections.

Designated Collections for this fiscal were:
 The International Institute: \$485.00
 Beyond Housing: 978.25
 100 Neediest: \$1,218.00
 UU Service Committee: \$803.25
 Trinity Hot Lunch: \$1,750.19
 Arch City Defenders: \$792.50
 Metropolitan Congregations United: \$812.00
 Gateway 180: \$800.63
 South Side Early Childhood Center: \$800.63
 Dream Builders: \$316.00
 Voices for Children: \$676.00
 Prison Performing Arts: \$686.25
 Gateway Greening: \$538.45
 Robert Ford Haitian Foundation: \$1,003.26
 Partner Church Program: \$1,533.04
 St. Martha's Hall: tbd
 Metro Trans Umbrella Group: tbd
 Father's Support Center: tbd

Submitted by Donald Jeffries

Sandwich Making

This project remains to be on hold while we work to have our kitchen officially certified.

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 reform issues for which we will advocate. The group also plans educational opportunities for the congregation and members attend programs that are offered throughout the metropolitan area.

Much of the group's advocacy work centers on partnering with Metropolitan Congregations United. Currently committee members Cathy Rauch, Lisa Ross, Susan Lammert and Marguerite Bogle are actively involved. Cathy is the chair of the MCU Legislative Work Group, working on bills that pertain to social justice issues specifically juvenile justice. We are also trying to prevent the MO legislature from overturning Clean MO. Marguerite Bogle is on the Education Committee which is focused on stopping the School to Prison

Pipeline. Lisa Ross is a core leader of the new St. Louis Participatory Defense Hub, working with families with court-involved youth to impact outcomes and change policies. Susan is on the Juvenile Justice Committee and has been a court observer in the County. She also has made phone calls to seniors to see if they need assistance during this sheltering at home phase of the covid 19 pandemic and to ask if they have filled out the census form.

Our activities for the year included:
 Offering a play reading event of *Admissions*.
 Participating in the Green the Church conference.

Participated in collecting signatures for the ballot initiative on Medicaid Expansion
 Offered a discussion group of the film series *When they See Us*.

Committee member Susan Lammert facilitated a regularly scheduled discussion group on White Privilege.

Committee member Cathy Rauch led a discussion of the book *White Fragility*.

Arranging for a presentation by Faith and For the Sake of All (postponed).

Co-sponsored with Religious Education a book discussion of *An Indigenous People's History of the United States* led by Ben Rosensweig, *Religious Educator*.

Co-sponsored with Welcoming Congregations a photography exhibit by Jess Dugan on Transgender Persons.

The group hopes to train reading tutors in the next church year.

Active members in the group are: Marguerite Bogle, Susan Lammert, Jeanette Myers, Cathy Rauch, Lisa Ross and Carole Watson.

Submitted by Lynn Yarrington Hunt & Committee members

Welcoming Congregation

The mission of the Welcoming Congregation Committee is to ensure a safe and nurturing environment for LGBTQ+ people at First Unitarian Church. It was chaired this year by Bryson McIntyre.