

**Minutes First UU of STL Policy Board Meeting
Monday, December 14, 2020 at 6:30 PM – Via Zoom**

Meeting was called to order by President Margaret Weck at 6:36pm

Members: Emily Colton, Sarah Francois, Pamela Geppert, Joel Hickmann, Rosemary Johnston-Lawton, Joel Minor, Gene Rubin, Margaret Weck, Kathy Wilke, Steve Wilke -

Absent:

Staff: Kim Mason, Lynn Hunt

Council Chair: Lisa Cary

Opening Words – Joel Minor Excerpt from “A Chosen Faith: An Introduction to Unitarian Universalism” by John Buehrens and Forrest Church.

Chalice Lighting - Kim Mason

Reading of Board Covenant - Rosemary Lawton

Process Observer Identification - Sarah Francois

Consent Agenda – Moved by Emily Colton Seconded by Gene Rubin Approved

Minutes of October 12, 2020 Meeting

Minutes of November 9, 2020 Meeting

Report of the Minister, Kim Mason

Report of the Administration and Programming, Lynn Hunt

Report of the Board President, Margaret Weck

Report of the Church Council Chair, Lisa Cary

Introduction of Guest – The New Interim Director of Religious Education, Lily Rappaport, was in attendance. Ms. Rappaport was introduced to the Board and spent time talking about her background and training. There was give and take about the future of the RE program.

Business

Issues with Financial Ramifications -

A. The report from the Treasurer was received. Our finances are in relatively good shape.

B. Lynn Hunt updated the Board on the plumbing repair situation. The ballpark estimate is between \$31,000 - \$35,000 for repairs. The Facilities Committee will be meeting soon. It was suggested that we could use our maintenance reserve and/or some undesignated funds to pay for this. The Board will research if the use of the undesignated funds would be a legitimate use. Kathy Wilke moved to approve the use of the reserve funds for the repairs. Emily Colton seconded. Motion approved. Information will be passed on to the Facilities Committee.

C. After discussion, Sarah Francois moved for the establishment of a Staff Recognition Fund that can accept funds and distribute funds. The language for this will be worked out by the Minister and the President. Seconded by Steve Wilke. The concept was approved.

D. The Finance committee is researching alternate modes of annual pledging for the future. However, there will be a 2021 canvass this year and a Canvass Chair is needed.

Mission Discussion

Plans for the next congregational conversations about Mission are in the process. There will be meetings on the first three Sundays before the MidWinter meeting. The Ad hoc mission task force will meet in the first week of January to plan for the midwinter meeting. Visualizations of what aspects of mission really appeal to people. Feedback from the congregational conversations will guide the planning for the Mid-Winter Meeting (January 31, 2021 after the Sunday service)

Reports from Board Liaisons

A. Committee on Ministry (Steve Wilke)

After discussion, the Committee on Ministry has accepted the charge for the upcoming year and will be refining their focus. In future years, the CoM will be consulted more closely on what the focus will be. Sherry Bassi has accepted one of the two available spots on the committee.

B. Personnel Committee (Sarah Francois)

The Interim RE Director, Lily Rappaport, was hired and started work on December 1, 2020. The Board will be developing a policy concerning staff searches, hiring and the development of job descriptions. Currently, the full responsibility is on the Minister. Sarah Francois will be working on language in conjunction with the Personnel Committee.

C. Nominations & Leadership Development Committee (Emily Colton)

Work is continuing to standardize committee and position descriptions. The President will be working with the committee on establishing the first Leadership plan by the end of church year. There is discussion about sending members to UUA's Leadership Development School.

Check in with Process Observer – Respectful but a little long on certain topics

Adjourned at 8:20 PM

Next Board meeting January 11, 2021 at 6:30PM via Zoom

Minutes submitted by Pamela Geppert, Secretary