

**Minutes First UU of STL Policy Board Meeting  
Monday, February 8, 2021 at 6:30 PM – Via Zoom**

**Meeting was called to order by President Margaret Weck at 6:35pm**

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

**Staff:** Kim Mason, Lynn Hunt

**Council Chair:** Lisa Cary

**Opening Words** – Emily Colton

**Chalice Lighting** - Margaret Weck

**Reading of Board Covenant** - Joel Hickmann

**Process Observer Identification** - Lisa Cary

**Consent Agenda** – Motion to approve by Kathy Wilke Seconded Steve Wilke Approved

Minutes of January 11, 2021 Meeting

Report of the Minister, Kim Mason

Report of the Administration and Programming, Lynn Hunt

Report of the Interim Director of Religious Education, Lily Rappaport

Report of the Board President, Margaret Weck

Report of the Church Council Chair, Lisa Cary

**Introduction of Guests**

John Cuntz, Facilities Committee

Lily Rappaport, Interim RE Director

**Business**

**Facilities Update**

- A. John Cuntz reported to the Board that the Facilities Committee was looking at alternative approaches to the plumbing repairs needed in the building. No action is required of the Board at this time. The Board expressed its hope that work will be completed well in advance of any reopening of the building.
- B. Lily Rappaport updated the Board on the Religious Education program. Ms. Rappaport gathered a group of talented individuals to work toward a vibrant program of religious education for all ages.

**Mission Discussion**

- A. It was reported that the Mid-Winter Congregational Meeting went well. It was noted that there were many commonalities found and there was a sense of shared purpose.
- B. The Mission Task Force is looking to migrate information from a variety of sources onto a common drive. The Task Force will look for commonalities and themes. Board members were encouraged to go to <https://mb.boardhost.com/FirstUSTL/> There is a separate thread for each of the questions asked at all the sessions - identity, values and context. Before the next Board meeting members are asked to look at the current mission statement focusing on ways the statement can be improved to reflect our congregation's

proximate purpose. Timeline: Start crafting the language in March; Final phrasing in April and have language for the May meeting. Plans for next steps - Migrating all the notes into a common drive that the task force has access to. Split the documents and look for commonalities and themes. Go to the Discussion Board.

<https://mb.boardhost.com/FirstUSTL/> There is a separate thread for each of the questions asked at all the sessions. Identity, values and context. Margaret's idea for the next Board meeting is to Look at the current mission statement and find places where we see where our current mission statement can be improved. Start crafting the language in March. Final phrasing in April and have language for the May meeting.

### **Reports from Board Liaisons**

#### A. Committee on Ministry (Steve Wilke)

Examine our ministry with an eye toward our membership. How do we get members incorporated into the life of the church and sustain them through time? A lot of different committees have looked at aspects of this. The committee would like access to info from Membership, Zoom worship and Zoom committees. See how the membership. The Appreciative Inquiry Approach will be employed with an eye toward entities who are having success.

#### B. Personnel Committee (Sarah Francois)

It was reported that the committee would revisit the documents concerned with hiring. The committee has looked over the By-Laws and Personnel policy; ways in which the committee should be involved during the hiring process; updating the employee handbook.

#### C. Nominations & Leadership Development Committee (Emily Colton)

No report - Noted: Midwest Leadership Workshops scheduled for the Spring.

### **Other updates**

#### A. Reminder that canvass for 2021 will be starting soon

Sue Ashwell and Kay Dusenberry agreed to co-chair the Canvass. Theme: Gather the Spirit. There may be some calls to make.

#### B. What are the issues for the rest of the year?

Personnel - A more explicit hiring policy will be needed. We will continue to encourage committee chairs to respond to the request for written information in a uniform format.

#### C. What did we set out to do and how far did we get so far? Figure out how we are going to leverage technology. Reverend Mason will be forming a group to look at the role of technology in future services and ways in which a hybrid worship model would be effective.

### **Tasks**

#### A. What needs to be done before the next meeting and who is responsible for doing it?

New policies need to be put in place.

#### B. What needs to be communicated to the congregation and how will this be done? Keep up our communications on Mission. Advertising Kim's new course. The Canvass will take up a lot of communication through March.

**Check in with Process Observer** – We did great on timing.

**Adjourned at 7:48PM**

**Next Board meeting March 8, 2021 at 6:30PM via Zoom**

Minutes submitted by Pamela Geppert, Secretary