

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

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

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

Staff: Kim Mason, Lynn Hunt

Council Chair: Lisa Cary

Opening Words - Steve Wilke “A Renewed Hope for this World” by Nathan Ryan

Chalice Lighting -

Reading of Board Covenant - Joel Minor

Process Observer Identification - Kathy Wilke

Consent Agenda – Motion to approve by Rosemary Seconded Gene Approved

Minutes of February 8, 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

Business

Mission Discussion

The Board discussed three possible Mission Statements - Section 3 of our by-laws.

The discussion produced two Revised Mission Statements:

1. The mission of the First Unitarian Church of STL is to be a welcoming spiritual community that works for justice through acts of respect, inclusion, and compassion.
2. The mission of the First Unitarian Church of STL is to provide a spiritual home that inspires lives of integrity, compassion and a commitment to social justice.

It is proposed to keep the second sentence. The Church’s Mission may be further discerned by the Board, as set forth in Section 1 of Article IV of these Bylaws.

Mission task force (Joel Hickmann, Gene Rubin, Margaret Weck, and Kathy Wilke) will present the revised statements to the congregation for further discussion. It will be brought back to the Board to choose the Mission statement to be voted on at the Annual May meeting.

Reports from Board Liaisons

A. Committee on Ministry (Steve Wilke)

Patterns of fluctuation in seasonal attendance.

B. Personnel Committee (Sarah Francois)

The committee is providing hiring committees for Custodial. Lynn is putting together a job description. Looking into what personnel is needed for Hybrid Worship. Current

personnel manual doesn't have specifics. Working toward a timetable for hiring a Custodian and RE Director. The Board discussed having somebody working as a consultant. Perhaps the RE Director would be part time until December 2021

C. Nominations & Leadership Development Committee (Emily Colton)

Contextual Education Projects for next year and stipends for this year's students

- A. The Board was informed of a proposal to have Sabrina Trupia work with 1st UU next year. It would consist of 8 hours weekly to help with Adult RE, pastoral care & producing her capstone project. The cost would be \$1,800 per semester and supervised by Reverend Mason. The Board will be kept apprised of this and the stipend associated with this. The money has to be dispersed through the council. Allocation will come from the Lewis Wallis Intern Fund. Joan Kindelberger will be contacted for details on the use of this fund. There are no objections to moving this forward.
- B. There was a discussion concerning token stipends for the four current Eden students. It was proposed that we have a request to the congregation to contribute to the fund with the specific goal that we provide a stipend to our student interns. The Board recommended that we allow the allocation of funds for a thank you gift of \$500 per intern.

Other updates

A. Canvass has started

B. Facilities

- 1. Parking Lot - food pantry- Stocked and Open
- 2. Ongoing plumbing issue
- 3. Electrical panel
- 4. Radiator leak - fixed
- 5. Groundbreaking for play area - April 18, 2021

C. Staff Recognition Fund draft

The draft makes clear that any disbursements will be run through payroll. It is a Donor restricted fund under the Church Council. It is to be voted on at the next meeting.

D. Policy Board member job description draft

Look at the description and get comments on the draft to Margaret Weck.

E. Criteria for GA representatives and expectations for follow up after GA is in progress.

Tasks

- A. What needs to be done before the next meeting and who is responsible for doing it?
Everyone will look at the Policy Board member description. Look at the Staff recognition Fund before the next meeting. The Task Force will bring the two mission statements to the congregation.

- B. What needs to be communicated to the congregation and how will this be done? Keep up our communications on Mission. Rev. Mason's new course needs to be advertised. The Canvass will take up a lot of communication through March. Notice for the Annual Meeting goes out on April 16.

Check in with Process Observer – We did great. Good discussion and good commentary.

Adjourned at 8:25PM

Next Board meeting April 12, 2021 at 6:30PM via Zoom

Minutes submitted by Pamela Geppert, Secretary