

First Unitarian Church of St. Louis
Policy Board Meeting Minutes
11 April 2022 via Zoom

Meeting was called to order by President Gene Rubin at 6:35 pm.

Others in attendance: Steve Wilke, Vice President; Alison Lamothe, Secretary; Kathy Wilke, Treasurer; Sarah Francois, Trustee; Susan Lammert, Trustee; Jason McClure, Trustee

Absent: Mitch Herzog, Trustee; Joel Hickman, Trustee

Staff: Rev. Kim Mason, Lynn Hunt

Church Council: Cathy Rauch

Guests: Larry Dusenbery

Chalice Lighting: Gene Rubin

Opening Words: Gene read our Church Covenant, established in January 2013

Reading of Board Covenant: Kathy Wilke

Process Observer: Sarah Francois

Consent Agenda. Documents submitted to Board to review prior to meeting.

- a. Minutes of Previous Meeting: 3-14-2022
- b. Report of the Minister – Rev. Kim Mason
- c. Report of the Administrator – Lynn Hunt
- d. Report of the Board President – Gene Rubin
- e. Report of the Council Chair – Cathy Rauch
- f. Report of the Religious Education Coordinator – Danielle Kozemczak

Committee Reports

1) Presentation of slate of candidates for FY 2022/2023-Larry Dusenbery

On behalf of the Nominations and Leadership Development Committee, Larry presented this year's slate of candidates. This year's recruitment was particularly challenging due to the need to fill 10 positions; as of the meeting only one remained to be filled. All candidates have received job descriptions, and many have reached out to Board members for additional information. The Board expressed their appreciation for the Committee's efforts and a job well done.

2) Committee on Ministry-Susan Lammert

Susan reported that the Committee is not going to work on conflict resolution at this time and instead will explore the following:

- How can we take care of ourselves and others both inside and outside the church?
- What does our congregation want?
- What are our expectations of each other to that end?
- Are we being realistic about new goals, given burnout of members and decreased membership?
- Can we balance expectations and needs?

Rev. Kim added that Susan Ashwell will be joining this Committee.

3) Personnel Committee-Sarah Francois

The church will be adding a Nursery Assistant and a Sunday Sexton. Augie Underwood is working in the nursery again, in addition to her administrative work. A three-hour minimum for specific events will be implemented for all hourly employees. Jama Dodson will be replacing Betsy Grimm-Howell as Committee Chair, a position that Betsy has held since 2011!

4) Finance Committee-Kathy Wilke

Kathy reported that the budget looks good.

5) Awards Committee-Sarah Francois

Sarah announced the recipients of this year's Fathman and Ross Awards, to be unveiled to all at the Annual Meeting.

Updates

1) Canvass-Rev. Kim Mason

Although the Canvass has officially ended, we are in the mop-up stage of contacting members from whom we had yet to hear. We are \$35,000 short of our goal as of last week. The Finance Committee will have to figure out how we will close whatever gap remains. We may need to have a major fundraiser, like an auction. Board members who contacted households who had not responded to the pledge drive reported that emails seemed at least as effective as phone calls.

2) Fellowship dinner

This in-person event (!) will be held Saturday, June 4. During the Board meeting, Andrea Berin and Steve Wilke agreed to join Erin Milligan to plan the event. We have a backlog of three years of honorees to honor! Cathy suggested the Youth Group assist with serving the meal. We will try to reinvigorate the Feasts and Festivals Committee for future festivities.

3) Church attendance-Lynn Hunt

Lynn noted in her written report that the Worship Attendance average in March was approximately 99 people, which is a mix of in-person and live streaming. She clarified that 50-60 attended in person and 30 or so live-streamed or watched the recording later.

Church project – Cathy Rauch

Cathy reported that the Towards Justice Committee is brainstorming ideas. They would like to conduct one on one discussions with church members to determine their interests and to get their responses to questions such as: What kind of church do we want to be? What kind of influence do we want to have? The Committee will spend the spring and summer organizing with the intention of launching a long-term project in the fall, that is, one that will take at least several years.

Annual Meeting

The Annual Meeting will take place 05/15/2022. It will have a hybrid format of in-person and over Zoom, to aid in reaching the quorum¹ necessary for voting on our FY 2022/2023 slate of candidates. Gene will moderate for efficiency's sake. The recent Clark Lecture previewed some challenges of a hybrid format and we should be able to iron them out prior to this meeting. We need to figure out how to count the participation of those who vote via Zoom.

Lynn ran through the items we have to cover during the meeting and suggested we do an annotated agenda and designate people to make motions and second them in advance. Steve agreed to make motions and Andrea Berin agreed to second them. The Budget will be presented via the Annual Report. Alison will present

¹ One quarter of our membership.

the minutes from last year's meeting and ask that they be approved. The Nominations and Leadership Development Committee will present the FY 2022/2023 slate of candidates. On behalf of the Awards Committee, Mitch Herzog will present the Fathman and William Ross Awards². Church Council and Policy Board Officers will be recognized, particularly those whose terms are ending. Full reports that are submitted in writing as part of the Annual Report will be briefly summarized in a series of bullet points. The Rev. Kim will offer closing words.

Open Discussion

Rev. Kim announced that we have two new members. We will host a New Members celebration later this spring, and a Baby Dedication on May 1.

Checking in with process observer: Sarah said that we did well and noted that we wrapped up early--before 8:00 pm!

Meeting adjourned at 7:45(?) pm.

The next Policy Board meeting will be held Monday, May 9, 2022, at 6:30 pm via Zoom.

Respectfully submitted,

Alison Lamothe

² Since the meeting, Mitch Herzog resigned from the Board, citing personal reasons. Sarah Francois also served on the Awards Committee.