

First Unitarian Church of St. Louis Policy Board Meeting
Monday, May 13, 2024 6:30 p.m. – Virtual
Minutes

President Steve Wilke called the meeting to order at 6:35 p.m.

Others in attendance: Alison Lamothe, Vice President; Sidney Watson, Secretary; Susan Lammert, Trustee; Trustee; Chris Kocher, Trustee

Absent: Rebecca (Becca) McBride

Church Council: Sherri Bassi

Staff: Rev. Kim Mason, Lynn Hunt

Other attendees: Kathy Wire

Opening Words by Steve Wilke

Chalice Lighting by Rev. Kim

Reading of Board Covenant by Chris, available at
<https://drive.google.com/drive/u/0/folders/15ZlvkZpKdbxyCsufYGfdX8gPIDXQZmni>

Process Observer – Susan

Church Budget

The Finance Committee Chair, Kathy Wire, presented the church budget for 2024-2025. A copy is available here: <https://drive.google.com/file/d/1Mtdr5TYUQJyzbbvI7SkuPFl6Qez8l6ve/view?ts=6642b141>. With a successful pledge campaign and \$415,000 in pledges, there are no painful decisions, a 2% salary increase for staff, and a budget that is \$20 in the black.

Kathy will present the budget at the upcoming Annual Meeting

Alison **moved to approve the budget as presented by the Finance Committee.** Susan seconded. **The motion passed unanimously.**

Consent Agenda

- Minutes of the April 2024 Meeting
- Report of the Minister – Rev. Kim Mason
- Report of the Administrator – Lynn Hunt
- Report of the Board President – Steve Wilke
- Treasurer Report: Balance Sheet March 2024, Budget v Actuals March 2024 - Kathy Wilke
- Church Council Notes – Sherry Bassi

Susan **moved to accept these documents.** Alison seconded. **The motion passed unanimously.**

Discussion items

- **New Board nominees**

The Nominating Committee will be recommending Betty Neill, Trustee, Chuck Eby, President, and Larry Dusenbery, Vice-President. Chuck and Larry will serve for one year, so we will be looking for candidates to be president and vice president next year. Steve Wilke has agreed to be Chair of next year's Nominating Committee.

- **Brief board meeting** on Sunday, May 19, 2024, immediately after the annual meeting.

We will have a transitional board meeting after the annual meeting. The sole item of business is for the old Board to welcome the new Board. It typically takes about 5-10 minutes.

- **Annual Board Awards**

Susan, Chris, and Becca served as the Nominating Committee for the awards. Next year, we need to remember that the minister is supposed to be a member of the selection committee. We forgot this year.

The Committee selected Kathy Wire for the William Ross Award for lifetime service to the church. They picked Tom Finan for the Fathman Award for outstanding service this year.

- **Personnel Issues**

Our music director, Earl Naylor, has resigned to accept another position with a church in his own denomination. We will have a reception after church on May 19 to recognize his service and wish him well.

Joel Knapp will step in as Interim Music Director starting June 1 while we search for a permanent director. We are putting together a search committee

Alison **moved to go into executive session** to discuss a confidential personnel issue. Chris seconded it. **The motion passed unanimously.**

There was discussion, but no vote was taken.

Susan **moved to adjourn the executive session.** Kathy seconded. The motion passed unanimously.

Action Item - Rev. Kim's Sabbatical

Steve met with the Worship Committee, and they would like the church to hire a sabbatical minister rather than them trying to fill the pulpit every Sunday.

The Personnel Committee recommends they be involved in the search and hiring process. The Board is now serving as the Sabbatical Committee. We discussed the wisdom of creating a special committee composed of representatives from Worship, Personnel, Care and Concerns, and maybe the Board to search for a Sabbatical Minister.

Alison **moved to create a special committee for the Sabbatical Search.** Kathy Wilke seconded it. **The motion passed** unanimously.

Discussion Items

- **Board Worship Service**

Steve raised the issue of whether this Board or the new Board should take responsibility for leading a summer worship service. We discussed the challenges a summer service raises because the Board changes in May. Some people suggested that a worship service might be better as a Nominating Committee project where people could talk about board service in an encouraging and inspiring way. Rev. Kim also suggested that Steve could volunteer to lead a service and invite Chuck to join him.

We decided this was not a matter that did not need a vote.

- **Article II Discussion- Dry Run for a Process to Use at Annual Meeting**

Rev. Kim and Steve lead the Board in a practice presentation on the proposed amendment to Article II of the UUA Values and Principles to help them prepare for the presentation at the May 17 Annual Meeting. We had a robust conversation and took a straw poll.

- **Annual Meeting**

We discussed the agenda and identified Board members for specific tasks

- Presentation of awards – Chris
- Reading of the congregational covenant: Becca or Sherry

Process observer Susan said we were on time until we hit the practice round for the annual meeting vote on the Article II revision.

Closing words by Rev. Kim

The meeting adjourned at 8:39 p.m.

The next Policy Board meeting is in person on May 13, 2024, after the Annual Meeting.

Respectfully submitted,
Sidney Watson, Secretary