



Ethical Society of Saint Louis

ANNUAL REPORT 2020 – 21

Annual Meeting
Thursday, May 13, 2021
7:00p

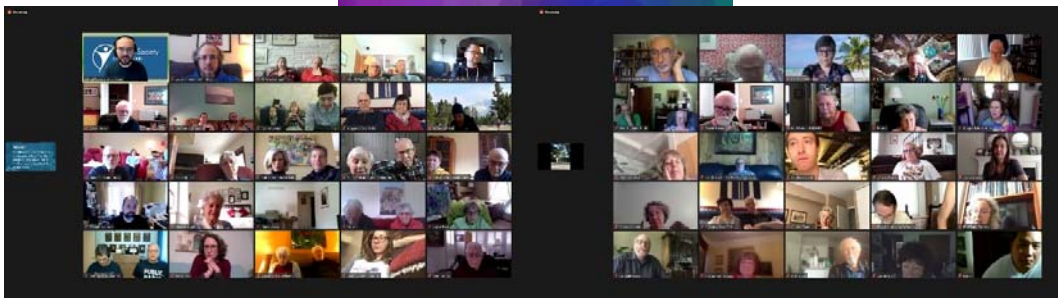


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Annual Meeting Agenda

7:00p	Welcome	Stephanie Sigala
7:05p	Membership Meeting Minutes, 2020	Katie Borders
7:10p	State of the Society	Stephanie Sigala
7:20p	Nominating Committee Report	Samantha White
7:30p	Proposed Bylaw Change	Amanda Verbeck
7:35p	Proposed Budget 2021-22	James Croft
7:40p	Membership Votes	Amanda Verbeck
7:50p	Leader Report	James Croft
8:00p	Recognition of New Members	James Croft
8:05p	Commemoration of the Deceased	James Croft
8:10p	Treasurer Report	Steve Harris
8:20p	Recognition of Special Gifts and Bequests	Steve Harris
8:25p	Voting Results	Stephanie Sigala
8:30p	Comments from the New President	Mary Ellen Stanton
8:35p	Meeting Adjourned	Mary Ellen Stanton

Last Year's Annual Meeting Minutes

The May 2020 Annual Meeting Minutes are available on our website at: <https://www.ethicalstl.org/MembersArea/docs/AnnualMeetingMinutes2020.pdf> . Printed copies are available upon request.

Ministry Team

James Croft (Ministry Team Leader)

Overview: This year has been a year of unprecedented challenges for the Ethical Society of St. Louis: our members, staff, friends, and broader community. When I wrote my report last year, we had just begun to meet online, and had little idea of how long the pandemic might last. Now, we have spent more than a year as an entirely online community, and are looking forward to the possibility of reopening in the fall. We have had to create new programs and discover new ways to be a community and, in the main, I think we have succeeded.

I wrote last year that I wanted the Society to keep the community together through the pandemic, and to create and share Humanist messages in response to the pandemic and the subsequent recovery. We achieved both these goals: we took an extremely difficult situation and used it as a spur to innovate, developing numerous new events and opportunities for members to spend time with each other, while clearly communicating our values to the broader community.

Coronavirus Response: I am incredibly proud of how the staff and membership transitioned so many programs online, in such a short amount of time. Participation in online programs has been strong, and in some cases has in fact been better than similar in-person programming. We made decisions based on the best evidence, and spoke out when we felt that the City and County were making the wrong decisions. We have been a consistent voice for a humanistic response to the pandemic, and a model for other organizations to follow.

Major Public Events: It has long been my belief that the Ethical Society of St. Louis, with our resources and talented staff, is able to hold larger and more ambitious events which will establish us as a major center of Humanism. We did that this year (ironically, somewhat assisted by the pandemic), organizing and hosting: our all-Societies Platform, which broke records for Platform attendance; *Facing the Threat of Christian Nationalism*, a panel discussion with internationally-recognized panelists which reached thousands of people; and *Lessons from Ferguson*, a panel at the Revolutionary Love Conference, which reached an international audience. These events showed the strength of our outreach efforts, as well as the quality of our events team. We know how to put on popular, well-run, and engaging events which bring in a big audience – a capacity we have developed this year in particular.

Goals for Next Year:

- **Reopen the Society with a New Schedule and Membership Pipeline.** As we look toward reopening, we have to be honest about the challenges ahead. It will be difficult to transition from an online congregation back into an in-person one: some members may have lost the habit of attending in-person events; others may have been disconnected from the Society due to non-participation in those online events; yet others might prefer

the online format and find a return to in-person gatherings less appealing. Also, the proposed changes to our Sunday schedule will require finesse to implement: all organizational change is difficult. So my main priority currently is to develop a reopening plan; implement that plan safely; embed the changes to Sunday morning programming; and outfit the Society to be able to simultaneously stream our Platforms, and events in the Hanke Room. In addition, we are developing a new visitor-to-member pipeline to help improve membership growth and retention.

- **Develop Outreach Campaign to Encourage Members and Visitors to Return:** This is a returning goal from last year, since it was written before we knew how long our building would be closed. After a long period of social isolation I expect many will be enthusiastic to find opportunities to connect with each other. If we start planning for this now, we can have a coordinated social media campaign ready to encourage people to come join us when we return. We've had meetings about such a campaign already, and have developed some initial ideas, including a social media campaign featuring the creative efforts of our members.
- **Diversity and Inclusion Focus.** The Society has set goals regarding diversity and inclusion for a number of years, but we have not in that time conducted a review of our programs and practices to examine everything we do from an equity perspective. This upcoming year I've chosen to budget a small amount to bring in an equity and diversity consultant to help us examine what we could do to make our community more genuinely inclusive.

Board of Trustees

Stephanie Sigala (President), Katie Borders (Secretary), James Croft, Matthew Hile, Ray Preston, Nathan Schrenk, Mary Ellen Stanton (President-Elect), and Amanda Verbeck (Past President)

2020-21 will be a year we will always remember. Sad, often lonely, challenging, but successful in unexpected ways. We are getting through it. Last year at this time the Ethical Society Board of Trustees was discussing how to plan for a three-month Society closure (who knew!) and Zoom was still an interesting novelty. A year later we can pat ourselves on the back for keeping our Ethical 'ship of state' on an even keel.

2020-21 Board Goals:

1. Actively support prudent Society operations.
2. Simplify and streamline Board documents and procedures.
3. Improve communication and expectation setting from the Board to committees.
4. Cooperatively guide the Society's pandemic response.
5. Ensure effective Board communication to the membership.

Commentary:

Achievement of our stated Board goals was a mixed bag because Society building access was limited. We were due for our five-year financial audit, now postponed to next year. Our Second

Leader search has also been postponed until we are meeting in person. Internal Board communication strategies and interaction with Board committees also has slowed down while our Society congregation awaits new times and agendas. Despite logistical challenges, the Pledge campaign has done remarkably well. The good news is that our Society financial stability and esprit de corps remain strong.

Highlights and Accomplishments:

- Approved the dedication of the Bill Brighoff Rain Garden.
- Spearheaded active participation (via Zoom) in the 2020 AEU Assembly.
- Authorized parking lot improvements and resurfacing.
- Completed a handicapped-accessible bathroom created from the little-used Dressing Room in the Office Wing.
- Authorized a rental stabilization policy for the Ethical Society Nursery School.
- Organized a Goodbye Drive through for former Leader Kate Lovelady (now Leader Emerita)
- Welcomed ongoing building repairs and beautification thanks to Kent Forrest and other members.
- Presented 2020 Ethics in Action Award to Gary Morse of Places for People.
- Discussed intellectual property and investment policies.
- Welcomed Leader-in-training, Christian Hayden, to Board meetings.
- Renamed the Diversity and Inclusion Committee. Now it is Diversity, Equity, and Inclusion.
- Approved a Climate Emergency Declaration encouraging prudent stewardship of our area natural resources.

Nominating

[Samantha White \(Chair\)](#), [Jo-Ellen Forrest](#), and [Amanda Verbeck](#)

Purpose: To nominate qualified Active Members for all expiring and any vacated positions on the Board of Trustees, to designate a nominee to serve as president-elect, and to designate a new or continuing trustee to serve as secretary.

Nominees to the Board of Trustees: It is with great pleasure that the Nominating Committee members share our recommendations for the Board of Trustees. We humbly nominate Lance Finney for the President track, Kitt Rogers for Trustee, and Katie Borders to continue in the Secretary role. We have great confidence that these three candidates will serve the Ethical Society of St. Louis well. The candidates' biographies can be found in the April and May editions of the Connection.

Finance

Steve Harris (Treasurer/Chair), Bill Brizzard, Andy Stanton, and Mary Ellen Stanton

Finance committee and staff: The finance committee during the past year included Andy Stanton, Bill Brizzard, Mary Ellen Stanton, and Steve Harris. Dan Overmann and Cheryl Thomas left the committee early in the fiscal year. Stephanie Sigala left the committee as she moved on to serve as President of the Board of Trustees. Nancy Jelinek, the society's office administrator, as usual, again did a great job keeping track of the numerous details of our finances and updating the Shelby database that we use. Randy Speck, our outside accountant, monitors our books and generates journal entries to allocate earnings and market value changes among our specified funds.

Assets: As of 31 May 2020, the Society had total assets of \$7,867,086, including \$1,858,342 in the Endowment Fund, \$8554 in cash and \$1,122,716 as the book value of our real property, though its market value is much greater. As of 31 January 2021, the liquid assets were \$7,466,869 compared to \$6,268,164 as of 31 May 2020. The book value of our real property on 31 January 2021 was \$1,143,335.

Our program of investing in peer-to-peer loans through an account at Lending Club still exists though due to changes made by Lending Club, no new loans are available for investment. As existing loans are paid down, we are moving the cash into our checking account. As of this writing, we still have about \$93,350 in invested value in about 2,875 loans and have realized income at annual rate of 7.37% during the past 7 ½ years. We have had 6618 loans paid back and 794 charged off. Most charged off loans are partial, rather than total, losses.

The Gift Annuity Fund increased in value from \$435,925 on 31 May 2020 to \$441,645 on 31 January 2021, due to stock market appreciation, even though \$44,253 was taken out to pay for the new family bathroom. Payments on the 19 active contracts to annuitants including 7 individuals and 7 couples will amount to \$16,359 annually. No contracts were added or completed during this year.

Highlights for 2019-2020: Pledge payments for the year amounted to \$322,845, a 4% decrease from the prior year. This covered 62% of our operating expenses. Rental income of \$42,214, which was well under budget due to the building closure, covered 8% of our operating expenses. Income to support our operations included \$125,019 taken from various funds, notably the Endowment Fund and the Stuckenberg Program and Development Fund. We ended with an operating deficit for the year of \$4,736.

Current fiscal year (2020-21): The financial report that follows includes actual figures from the past two years, projected totals for the current fiscal year, made up of eight months of actual data and four months of estimated data, and the proposed budget. The budget approved at the annual meeting in May 2020 was in balance. Expenses have been under budget due to the building being closed while pledge income has been steady and we are likely to end the year with a surplus.

There were two noteworthy capital expenditures commissioned during the year. The parking lot was repaired and resurfaced along with new curbs and a French drain on the west driveway being installed at a cost of \$52,800. A new family bathroom was built in the office wing at a cost of

\$44,253. The parking lot work was paid from the Building and Grounds Maintenance Fund and the family bathroom was funded from the Gift Annuity Fund.

There was a bequest from the estate of former member and board president Edgar Schmidt received during this year in the amount of \$416,800.

Budget for 2020-2021

The new fiscal year will run from 1 June 2021 to 31 May 2022. Total budgeted expenses will be \$416,407, a decrease from the current year budget, due to the building being closed during the Covid-19 pandemic. Pledge payments are budgeted at \$325,000, which is just \$1000 less than the current year. We are taking 2.84% of the three year average balance from the Endowment Fund and 2.63% from the Stuckenberg Program and Development Fund. This is expected to mostly come from income leaving only a small amount to be taken from the principal of those funds. This will result in a deficit of \$18,000 which will be taken from the Operating Reserve Fund.

Description	Actual 18-19	Actual 19-20	Budget 2020-21	Projected Actual 20-21	Proposed 2021-22
I N C O M E					
CONTRIBUTIONS & GIFTS					
Pledge Payments	\$336,816	\$322,945	\$326,000	\$330,000	\$325,000
Second Leader Campaign Commitments	\$0	\$0	\$5,000	\$0	\$0
Non-Pledge Contributions	\$3,462	\$1,761	\$2,000	\$3,500	\$3,000
Meeting Collections	\$8,304	\$7,174	\$6,500	\$0	\$720
Tributes/Bequests	\$10,688	\$10,227	\$10,200	\$20,000	\$11,200
Total Contributions	\$359,270	\$342,107	\$349,700	\$353,500	\$339,920
RENTALS & CEREMONIES					
Adjunct Leader Ceremonies	\$139	\$68	\$0	\$0	\$0
Nursery School	\$15,004	\$13,884	\$16,384	\$15,144	\$15,144
Room Rental	\$41,356	\$28,330	\$27,500	\$0	\$13,750
Total Rentals & Ceremonies	\$56,499	\$42,282	\$43,884	\$15,144	\$28,894
INCOME FROM FUNDS					
Income from Securities	\$4,893	\$4,575	\$4,000	\$4,000	\$4,200
Endowment Fund	\$45,800	\$50,556	\$47,852	\$35,875	\$57,600
Stuckenberg Programming & Development (4%)	\$55,500	\$42,182	\$60,962	\$60,962	\$62,000
Operating Reserve Fund	\$20,000	\$23,000	\$0	\$0	\$17,022
Humanist of the Year	\$844	\$879	\$800	\$800	\$864
Metzger	\$1,989	\$2,109	\$1,620	\$1,620	\$1,740
Total Income from Funds	\$129,026	\$123,301	\$115,234	\$103,257	\$143,426
OTHER INCOME					
Adult Education Registrations (Net)	\$1,167	\$159	\$500	\$0	\$0
Fundraising Events (Net)	\$5,701	\$1,975	\$3,000	\$30	\$1,000
Retail Rewards	\$2,152	\$635	\$540	\$900	\$600
Flowers (Net)	(\$42)	(\$28)	\$0	\$0	\$0
Miscellaneous Income (incl bookstand, tapes)	\$429	\$452	\$424	\$635	\$392
Total Other Income	\$9,407	\$3,193	\$4,464	\$1,565	\$1,992

Description	Actual 18-19	Actual 19-20	Budget 2020-21	Projected Actual 20-21	Proposed 2021-22
SEEK INCOME					
Registrations/Collections	\$1,887	\$1,570	\$1,700	\$200	\$1,700
Income from SEEK Funds	\$1,651	\$1,718	\$1,530	\$1,530	\$1,668
Fundraising Events - All	\$240	\$103	\$500	\$0	\$500
Fundraising - Youth Group	\$3,627	\$2,829	\$2,500	\$0	\$2,500
SEEK Income	\$7,405	\$6,220	\$6,230	\$1,730	\$6,368
TOTAL INCOME	\$561,607	\$517,103	\$519,512	\$475,196	\$520,600
E X P E N S E					
PERSONNEL COSTS					
Leader Compensation	\$128,613	\$136,477	\$77,508	\$77,508	\$79,058
Leader Professional Expense	\$4,232	\$6,591	\$3,000	\$3,000	\$3,000
Office & Program Salaries	\$87,100	\$90,200	\$112,906	\$104,906	\$106,008
Maintenance Salaries	\$40,668	\$39,004	\$42,492	\$33,995	\$37,526
SEEK Salaries	\$35,542	\$30,638	\$34,820	\$29,120	\$35,402
Retirement	\$8,380	\$8,654	\$6,175	\$6,175	\$5,640
Employee Insurance	\$12,588	\$12,817	\$6,340	\$5,242	\$5,847
Payroll Taxes	\$12,512	\$12,213	\$14,552	\$12,853	\$13,689
Payroll Processing	\$2,070	\$1,876	\$2,130	\$1,610	\$1,650
Workers' Compensation Insurance	\$2,489	\$2,866	\$3,200	\$2,000	\$2,800
Staff Development	\$77	\$0	\$500	\$0	\$500
Total Personnel Costs	\$334,271	\$341,336	\$303,623	\$276,409	\$291,120
OFFICE					
Copies, Supplies, Postage	\$6,202	\$5,641	\$6,194	\$4,500	\$5,699
Audit	\$0	\$0	\$0	\$0	\$10,000
Accounting Service	\$3,500	\$3,500	\$3,600	\$3,600	\$3,600
Telephone/DSL	\$4,164	\$4,328	\$4,380	\$4,522	\$5,760
Coffee Supplies (Net)	(\$109)	(\$58)	\$600	\$0	\$300
Info Technology Expenses	\$7,416	\$8,601	\$11,285	\$11,000	\$8,200
Office - Other	\$817	\$814	\$860	\$850	\$800
Total Office	\$21,990	\$22,826	\$26,919	\$24,472	\$34,359
PLATFORM & PROGRAMS					
Festivals (Net)	\$(424)	\$278	\$0	\$0	\$0
Music	\$3,795	\$4,401	\$5,250	\$4,000	\$5,250
Instrument Maintenance	\$3,425	\$690	\$1,500	\$500	\$1,500
Committees	\$7,051	\$6,379	\$12,360	\$2,000	\$15,460
Society Outreach	\$2,195	\$2,218	\$2,000	\$2,000	\$2,000
Total Platforms & Programs	\$16,042	\$13,966	\$21,110	\$8,500	\$19,210
BUILDING MAINTENANCE					
General Maintenance	\$14,402	\$18,100	\$21,125	\$12,000	\$25,775
Contract Services	\$33,961	\$36,335	\$35,309	\$25,000	\$34,344
Audio-Visual - Platform	\$51	\$475	\$1,100	\$1,000	\$1,050
Utilities - Gas/Electric	\$18,094	\$16,005	\$19,500	\$11,000	\$19,500
Water/Sewer/Trash pickup	\$10,848	\$3,561	\$4,574	\$4,100	\$4,574
Building Maintenance Supplies	\$2,261	\$2,100	\$2,800	\$1,000	\$2,775
Total Building Maintenance	\$79,617	\$76,576	\$84,408	\$54,100	\$88,018

Description	Actual 18-19	Actual 19-20	Budget 2020-21	Projected Actual 20-21	Proposed 2021-22
SEEK EXPENSE					
Supplies/Equipment	\$602	\$961	\$1,550	\$750	\$1,550
Programs	\$1,217	\$796	\$2,750	\$1,300	\$2,750
Events	\$2,694	\$941	\$4,200	\$750	\$4,200
YES/RE Conferences	\$2,260	\$5,780	\$7,500	\$0	\$7,500
Books/Pubs/Curriculum	\$87	\$386	\$850	\$100	\$1,450
Allocated Collections	\$107	\$300	\$200	\$0	\$200
Total SEEK Expense	\$6,967	\$9,164	\$17,050	\$2,900	\$17,650
GENERAL					
Property Insurance	\$17,281	\$17,244	\$17,308	\$18,178	\$18,480
Legal Fees		\$1,000	\$0	\$0	
Public Relations	\$1,528	\$2,373	\$6,050	\$3,300	\$9,400
Association Dues	\$0	\$0	\$0	\$0	\$0
AEU Assessment	\$39,721	\$36,392	\$41,000	\$39,218	\$40,862
AEU Travel	\$2,731	\$962	\$2,000	\$0	\$1,500
AEU Summer School	\$0	\$0	\$0	\$0	\$0
Total General	\$61,261	\$57,971	\$66,358	\$60,696	\$70,242
TOTAL EXPENSE	\$520,149	\$521,839	\$519,468	\$427,077	\$520,599
TOTAL INCOME O/U EXPENSE	\$41,458	\$(4,736)	\$44	\$48,119	\$1

Funds report

This shows fund balances at the end of the past four years, disbursements and transfers during the current fiscal year to date, and the balances as of 31 January 2021. The estimated total return of our investments for calendar year 2020 was 9%, down from 19% in 2019. Our returns are highly dependent on stock market results. The return for 2021 year to date is positive.

FUND BALANCES	31-May-17	31-May-18	31-May-19	31-May-20	Disbursements FY 2020	Disbursements FY 2021 to date
UNRESTRICTED - Designated by Board						
Dicke Ethical Action Fund (EAC)	\$45,009	\$48,801	\$50,296	\$53,280	\$522	\$0
Special Gifts Fund	\$598	\$645	\$670	\$0	\$651	0
Building & Grounds Maint Fund	\$103,458	\$74,265	\$144,613	\$117,860	\$41,558	\$99,873
Kramer Children's Education	\$45,050	\$47,429	\$47,922	\$49,681	\$1,352	\$841
Stuckenberg Prog & Dev	\$2,068,130	\$2,163,191	\$2,189,790	\$2,290,093	\$42,182	\$40,642
Music Fund - Trust	\$22,680	\$24,488	\$25,275	\$26,786	\$125	\$0
Annabelle Bernard Fund	\$13,614	\$13,914	\$0	\$0	\$0	\$0
Gift Annuity equity	\$146,741	\$146,741	\$165,930	\$178,826	\$0	\$44,253

Finance Committee Holding	\$0	\$740	\$0	\$48,192	\$0	\$0
Operating Reserve	\$219,831	\$234,919	\$325,448	\$318,560	\$23,000	\$0
Total Unrestricted	\$2,665,111	\$2,755,133	\$2,949,944	\$3,083,278	\$109,390	\$185,609
TEMPORARILY RESTRICTED – By Donor						
Prather Fund Income	\$30,652	\$35,573	\$39,085	\$45,290	\$2,870	\$1,976
Bullock Fund Income	\$22,417	\$24,913	\$26,125	\$28,612	\$0	\$0
Member Relief Fund	\$86,777	\$93,945	\$95,831	\$104,460	\$212	\$0
Memory/Celebration Garden	\$8,584	\$9,334	\$9,927	\$12,216	\$151	\$0
JFH Humanist Fund	\$29,287	\$30,833	\$31,154	\$32,297	\$879	\$546
Nelson Fund	\$5,213	\$5,299	\$5,252	\$5,513	\$80	\$0
Pacino Lecture Fund	\$56,715	\$61,244	\$63,591	\$67,737	\$0	\$0
Instrument Preservation Fund	\$5,121	\$5,579	\$5,792	\$6,168	\$0	\$0
Kornblum Concert Fund Income	\$14,310	\$16,314	\$18,631	\$20,462	\$2,525	\$875
Stuckenberg Growth 50 Yr Principal	\$102,501	\$110,687	\$114,928	\$122,421	\$0	\$0
Bernard and Janet Becker Fund	\$171,606	\$185,310	\$192,411	\$204,955	\$0	\$0
Harris YES Fund	\$12,218	\$12,863	\$12,997	\$13,474	\$367	\$228
Staff Relief Fund	\$3,433	\$3,707	\$3,849	\$4,100	\$0	\$0
Nutt Platform Music Fund	\$583	\$1,306	\$1,659	\$2,207	\$0	\$0
Total Temporarily Restricted	\$549,417	\$596,907	\$621,232	\$669,912	\$7,084	\$3,625
PERMANENTLY RESTRICTED						
Prather Fund Principal	\$215,716	\$227,109	\$229,469	\$237,891	\$6,472	\$4,025
Bullock Fund Principal	\$25,865	\$27,231	\$27,514	\$28,524	\$776	\$483
Endowment Fund Principal	\$1,587,031	\$1,670,852	\$1,792,547	\$1,858,342	\$50,556	\$35,875
Kundermann Fund Principal	\$192,745	\$202,925	\$205,034	\$212,559	\$5,783	\$3,596
Metzger Fund Principal	\$70,176	\$70,289	\$70,289	\$70,289	\$2,109	\$1,181
Nutt Fund Principal	\$29,065	\$30,601	\$30,918	\$32,053	\$872	\$542
Kornblum Chamber Music Fund	\$71,618	\$74,321	\$74,217	\$75,905	\$3,302	\$0
Total Permanently Restricted	\$2,192,216	\$2,303,328	\$2,429,988	\$2,515,563	\$69,870	\$45,702
Total investments	\$5,406,744	\$5,655,368	\$6,001,164	\$6,268,753	\$186,344	\$234,936
Land and Building	\$1,268,077	\$1,219,334	\$1,170,589	\$1,122,716		

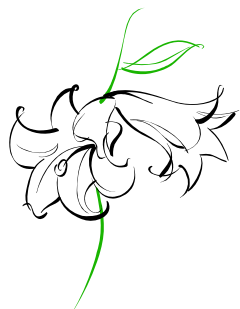
Membership

Nancy Jelinek

New Members

Adam Bowen
Jenny Connolly-Bowen

Memorials



	Born	Deceased	Member Since
David H. Kaplan	24-July-1923	18-April-2020	6-Feb-1978
Alvin Edgell	3-Feb-1924	4-May-2020	14-Nov-2011
Marcella Doyne	1926	3-Aug-2020	9-Feb-1953
Ruth Day	6-Dec-1924	10-Sept-2020	18-June-1988
Ellen Brasunas	16-Nov-1924	19-Nov-2020	10-Feb-1969
Brucie Tuttle	14-Dec-1929	25-Nov-2020	1-Nov-1971
Fred Tuttle	21-May-1930	28-Nov-2020	1-Nov-1971
James Pierce	2-Nov-1931	2-Jan-2021	5-Jan-1987
Raymond Adams	29-Nov-1941	13-Jan-2021	10-Dec-2012
Norma Oberschelp	25-Oct-1933	3-Feb-2021	1-May-1989

Non-renewing Members

Nancy Belt
Jay Brieler
Bill Dechand
Stacey East
Eric Erhard
Laurie Erhard
Diane Heigel
Jessica Holtgrewe

Robert Holtgrewe
Arlene Honeywell
Hannah Katz-Urvan
Kate Lovelady
Gayle Rose
Erick Rudiak
Marjory Rudiak
Bob Saigh

Treasure Shields-Redmond
Michele Thomas
Mike Tones
Rong Wang
Kelly Wilson
Carol York
Kevin York
Chinn Zou

SEEK – Sunday Ethical Education for Kids

Kat Weir (Director of Ethical Education)

Directorial Staffing:

Director of Ethical Education Kat Weir remained as such throughout the year, with the role having been expanded to absorb the responsibilities of SEEK Assistant. At present, the role of SEEK Director totals 28 hours per week.

Teaching Staff:

Pre-K: Unstaffed
Kindergarten: Unstaffed
1-2: Unstaffed
3-4: Unstaffed

5-6: Unstaffed

Coming of Age: Mitch Harden

Youth Group: Ellen Wright and Dennis Roach

Attendance and Enrollment:

Due to Covid-related building closures, SEEK was presented virtually via video segments played during Platform. However, the program’s reach grew significantly this year as it reached every household attending weekly Platforms. Despite this expanded access, K-12 attendance was nearly impossible to track because of this delivery method.

SEEK enrollment was also difficult to accurately measure although formal enrollment via Google Forms was strongly promoted via email and social media. At the end of the program year, enrollment was reported as follows:

Sunday school enrollment – Members: 23
Sunday school enrollment – Nonmembers: 8
TOTAL SUNDAY SCHOOL ENROLLMENT: 31

Member families with children enrolled: 17
Nonmember families with children enrolled: 6
TOTAL FAMILIES WITH CHILDREN ENROLLED: 23

Youth Group – Members: 8
Youth Group – Nonmembers: 1
TOTAL YOUTH GROUP ENROLLMENT: 9

Outreach / Building a Community of Inclusion:

As mentioned above, the inclusion of SEEK programming in weekly Platform expanded the reach of the program significantly and demonstrated to our adult congregation that Societal educational programs can be of universal interest. Kat received many positive emails not only from SEEK-enrolled families but also from attendees who have no children, many of whom wanted to compliment the program and/or participate directly.

Other Programming:

As with all things in this unusual year, programming outside of typical SEEK lessons was a challenge. Kat organized two virtual Parent Talks (“Raising Racial Allies” and “Protecting Children from Gun Violence”), but attendance was little to none at each. Both speakers have agreed to try again in the coming year and in-person if possible. Meanwhile, the issue of virtual programming will be revisited in the new programming year.

Goals for 2021-22:

- Implement redesigned curriculum based on Core Values and social-emotional learning.
- 100% of SEEK teachers will be registered with the Family Care Safety Registry.
- Produce at least one Parent Talk workshop monthly, year-round.
- Renovate the Coming of Age and Youth Group rooms to be multifunctional yet welcoming meeting spaces for students and other Ethical Society visitors alike.
- Design individual branding identities for children’s and all-ages programming.

Facilities

Terri Arscott (Facility Coordinator)

Purpose: To maintain the ESSL building and grounds for effective short and long-term use for both members and renters.

Summary of 2020-2021 significant maintenance/upgrade projects

- Nursery School lighting converted to LED.
- Exterior Front Canopy lighting replaced, and new LED lighting installed.
- Exterior - New security lighting installed, West Side - Celebration Garden Wall and East side over pond.
- Complete parking lot sealed and re-striped.
- Complete parking lot - All new curbs installed.
- Celebration Garden drainage repair.
- Converted upper-level dressing room into an accessible Family Restroom.
- The foyer ceiling lightbulbs have been replaced with LED.
- New window trim above pond replaced with composite material that will never rot.
- Playground repairs - drainage, fence, equipment decking replaced.
- Auditorium sliding doors cleaned and treated, inside & out with specialty wood oil.
- Vestibules - cleaned, rotten wood repaired, water tight.
- Foyer vent boxes sanded and refinished.
- Foyer - furniture cleaned, oiled, sealed.
- Foyer Exterior - Rotten wood framing repaired, replaced and/or covered with metal flashing to prevent further damage.
- Foyer fireplace has been retrofitted with noise reduction panels.
- West corner, rear lot cleared of brick and debris.
- Becker room floor cleaned/buffed.
- ESNS classroom floors & hallways stripped & waxed.
- To help save money on utilities, I applied for MSD sewer/evaporation credits related to pond water usage, our cooling tower.
- Boiler pump #2 (we have several), replaced.
- Closed loop water treatment valve installed.
- Gutters cleaned.
- Coming of Age group room painted and floor stripped, waxed and buffed.
- Installed new acoustic ceiling tiles around the building.
- Performed on-going general maintenance associated with the building, plumbing, electrical, and HVAC system.
- I saved \$350 by replacing the CCTV electrical panel myself.
- Water meter (Clayton Rd., in front of sign) replaced by Missouri American Water. It has been several years of pressing the water company to install an accurate meter, and stop overcharging us. They “estimate” our bill based on previous years usage, and since we were not open in 2020, the bills were far from accurate. The pandemic interrupted their

system and we persisted in order to receive thousands of dollars in credits for overpayments.

- Other areas of savings include but are not limited to contract re-negotiation:
 - Smoke alarm inspection- 75% cost reduction
 - Fire extinguisher maintenance – 60% cost reduction
 - Elevator maintenance- 65% cost reduction
 - **SAVINGS from these 3-contract re-negotiations = \$2,790.00**

Members of the Building & Grounds Advisory Team: *Due to the Pandemic, we have not convened.

Building & Grounds Volunteers: *Due to the Pandemic, we have only had a few “extraordinary” volunteers helping outside and around the building. THANK YOU, Kent Forrest, Sharon Poe, Nancy Burgess, Ann Eggebrecht, Jim Rhodes.

Music

JD Brooks (Music Director)

Purpose: To support music in Ethical Society programs in coordination and planning with the Leaders, the Ethical Voices Chorus, and SEEK along with assisting in planning Society festivals. Organize musical events for the benefit of the Society and community outreach purposes. Maintenance and upkeep of the Society’s instruments.

We have been very fortunate with our Platform music during this pandemic year. We reached out to musicians locally, around the country and abroad to send us videos of their music. We had a great response and received a wide variety of music styles and instrumentation. These various styles included classical, folk, jazz, new age, and rhythm and blues to name a few. Some musicians made elaborate videos to their music while others recorded videos in their own home studios. We received videos from as far away as Africa and Europe. We had domestic musicians from California, Philadelphia, Michigan, New York, and Indiana to name a few states. We had a great members talent show for Good Cheer as members sent in videos for the program. Our Leader in Training, Christian Hayden, put together a great Music and Arts Festival by interviewing and playing videos of the St. Louis based Red and Black Band. We will continue collecting music videos for Platform until we reopen to the public and are able to have live musicians again.

AEU – American Ethical Union

Casey Gardonio-Foat (ESSL member; AEU Board Secretary; AEU Policy Committee Chair)



The American Ethical Union (AEU) is the national organization under which Ethical Societies affiliate and serves to expand the Ethical Culture movement by supporting existing Ethical Societies and developing new ones. Member Societies govern the AEU through delegate voting in person during the Annual Assembly, and interested ESSL members are encouraged to volunteer to serve as delegates. You can learn more about the AEU and its programs at its website, aeu.org.

The transition from in-person to online programming during the pandemic presented the AEU with an opportunity to increase engagement with member Societies, resulting in numerous all-Society events. In addition to organizational support meetings, such as the monthly Presidents' Council conference calls and recurring meetings for Societies that own buildings, popular events have included Activism at a Distance Salons, Anti-Racism book discussion groups, and All-Society Platforms (including one on March 28th featuring Congressman Jamie Raskin as speaker). Because of its online format, the 2020 Assembly was one of the best attended in recent memory, with engaged participation from across AEU member Societies. The 2021 Assembly will also be held online and will feature an extended period for discussion of items to be voted on at the business meeting. Discussions will begin in late June, the business meeting will be held on Saturday, August 7, and the all-Society Assembly Platform will follow on Sunday, August 8.

The Board has made progress on developing a comprehensive governance structure for the AEU and notable achievements this year include creating Organizational Directory for use by Society members and formal Conflict-of-Interest Policy. The Board also developed a new full-time staff position, Program Support and Communications Coordinator, to provide expanded marketing and public relations oversight, and facilitate program development and collaboration by and among member Societies. After a three-month search, we hired Anna Orcutt-Jahns, who started in November and has been a skillful, enthusiastic, and effective addition to the organization.

If you have questions or would like to learn more about the AEU and its initiatives, or you would be interested in volunteering with the AEU as a Committee member or Assembly delegate, I welcome you to contact me at cgardonio-foat@aeu.org.

Ballot

2021 Annual Membership Meeting of the Ethical Society of St. Louis Absentee Ballot

This ballot may be filled out online [HERE](#)
Hard copy or mailed absentee ballots must be received by the Society
no later than 5 p.m. on Tuesday, May 11, 2021

I am presently qualified as an Active Member* of the Ethical Society of St. Louis. For purposes of the Annual Meeting of members to be held on 13 May 2021, I hereby vote as follows on the proposals presented to the membership of this Society:

1. **Do you approve Lance Finney (President-Elect) to serve on the Board of Trustees for a 3-year term, ending concurrent with the Annual Meeting in 2024?**

If Lance is elected, he will serve as President-Elect for the first year, President for the second year, and Past President for the third year of his 3-year term.

Yes [] No [] Abstain []

2. **Do you approve Kitt Rogers (Trustee) to serve on the Board of Trustees for a 3-year term, ending concurrent with the Annual Meeting in 2024?**

Yes [] No [] Abstain []

Continuing Trustees:

Ray Preston, Nathan Schrenk, and Stephanie Sigala (terms end concurrent with the 2022 Annual Meeting)

Katie Borders, and Mary Ellen Stanton (terms end concurrent with the 2023 Annual Meeting)

3. **Do you approve Katie Borders to serve as Secretary for 2021 – 2022?**

Yes [] No [] Abstain []

4. **Do you approve the 2021 – 2022 proposed budget?**

Yes [] No [] Abstain []

5. **Do you approve the changes to Section 6.4 of the Bylaws (changes bolded below)?**

Yes [] No [] Abstain []

6.4 The presence, in person, of ten percent of Active Members of the Society shall constitute a quorum at meetings of the membership. **A majority vote of Active Members at the meeting, both those present and those voting by absentee ballot, shall be required to approve any action** ~~and any action shall require a majority vote of Active Members voting either in person or by absentee ballot~~ except where otherwise specified in these Bylaws.

Date

Signature

Print Name Legibly

*Definition of “Active Member” per the Ethical Society of St. Louis Constitution and Bylaws (last amended December 8, 2013):
1.4 An Active Member shall pledge and contribute annually to the Society according to each Active Member's means and with a commitment to help sustain and grow the Society.