

2017

ANNUAL REPORT

First Unitarian Church of Salt Lake City

Annual Report 2016-2017

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“First Unitarian Church nurtures and challenges the spiritual and intellectual journey for all generations and actively engages in building a progressive and just world.”

First Unitarian Church
Annual Meeting Agenda
May 21, 2017

Call meeting to order and welcoming

Introduction of new church members

Board of Trustees Report

Review of Governance Structure and Process

Review of Strategic Plan

Becoming a program church

Challenges and Opportunities

Senior Minister's Report

Ministry

Operations Report

Programs

Elections

Nominating Committee member

Board of Trustees members (second term)

Financial Report

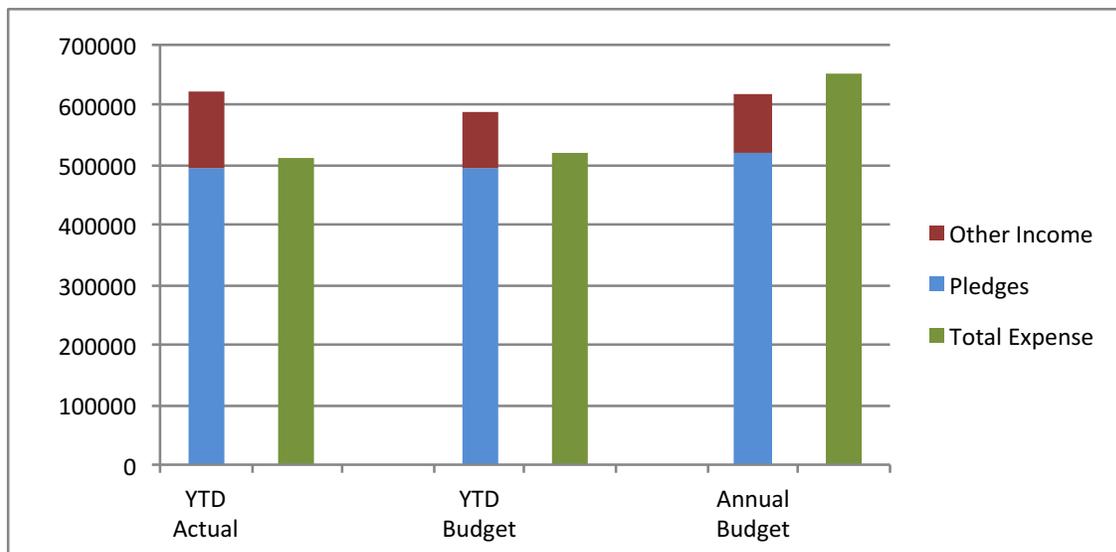
Approve 2017-18 budget

Questions and answers

ADMINISTRATOR'S REPORT

Financial Report

	YTD Actual	YTD Budget	YTD	Annual Budget
Pledges	\$493,146	\$495,772	99%	\$517,826
Other Income	\$127,596	\$93,990	136%	\$100,160
				<u>\$617,986</u>
				Ministerial Assistance \$34,901
Total Income	<u>\$620,742</u>	<u>\$589,762</u>	105%	<u>\$652,887</u>
Total Expense	<u>\$512,118</u>	<u>\$520,789</u>	98%	<u>\$652,887</u>
Net	<u>\$108,624</u>	<u>\$68,973</u>		<u>\$0</u>



Financial Notes for Apr 2017

	Apr Actual	Apr Budget	Month
Pledges	\$34,310	\$34,027	101%
Other Income	\$18,840	\$10,677	176%
Total	<u>\$53,150</u>	<u>\$44,704</u>	119%
Total Expense	<u>\$45,492</u>	<u>\$47,970</u>	95%
Net	<u>\$7,658</u>	<u>-\$3,266</u>	

ADMINISTRATOR'S REPORT (CONTINUED)

Members & Friends

(Certified) Jan 31 2017 - Members = **324** Friends = **158**

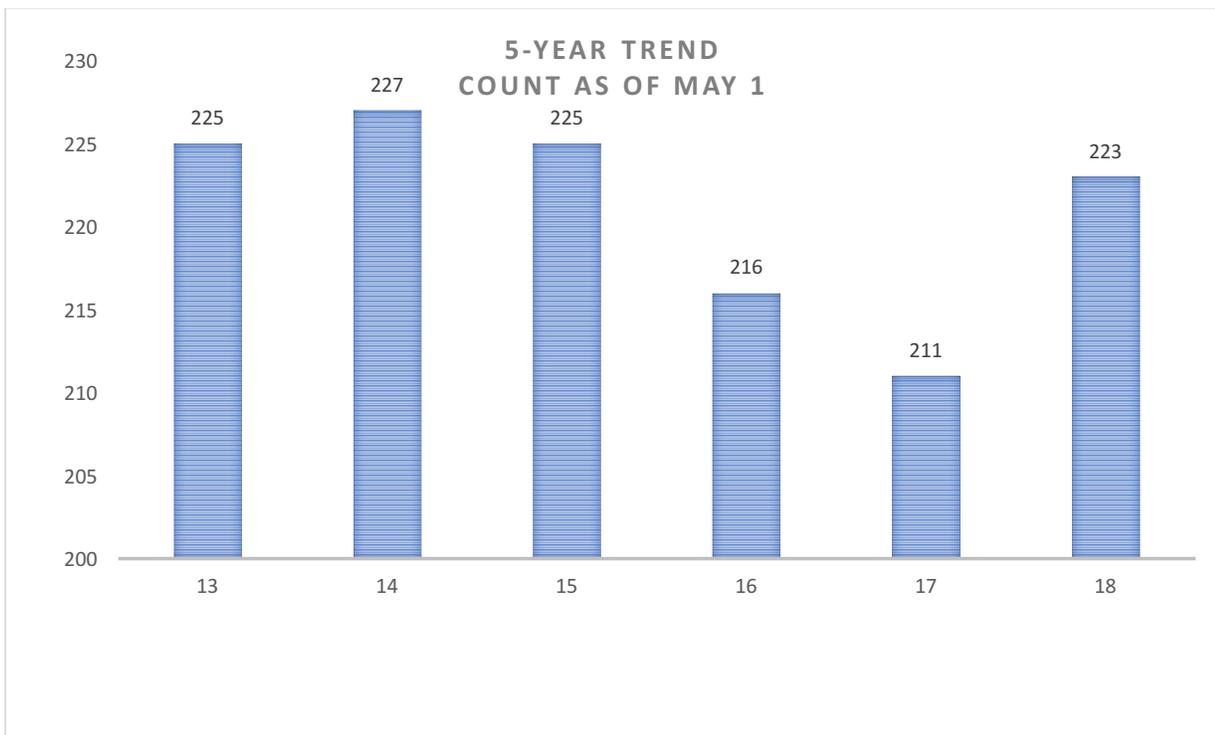
(as of) May 1 2017 - Members = **336** Friends = **186**

Pledging Households for 2018 as of 5/1/17

Total **223**

Members **149**

Friends **74**



ADMINISTRATOR'S REPORT (CONTINUED)

2017-18 Budget Proposal

Income	16-17	17-18	% Change	Notes
Pledges	\$517,826	\$556,624	7%	Pledge projection: \$540k discounted by 3%
Other Collections	\$29,000	\$29,000	0%	No change
Rental Income	\$38,000	\$44,500	17%	Increase based on actual income from 2017
Fundraising	\$27,410	\$56,000	104%	Increase due mostly to projected income from the Fall 2017 Auction
Other Income	\$5,750	\$6,750	17%	Increase based on actual income from 2017
	\$617,986	\$692,874	12%	
Expenses				
Personnel	\$464,780	\$515,482	11%	New assistant minister position fund and COLA adjustments
Programs	\$36,500	\$41,600	14%	Increase to RE, Guest Speakers, and Summer Forum. Added back funding for Celebration Sunday which was eliminated in 16-17
Committees	\$7,900	\$20,700	162%	New funding for Worship Arts Council, Search Committee, and the Auction
Utilities	\$36,807	\$29,235	-21%	Based on actual 2017 numbers
Buildings/Grounds	\$44,600	\$45,650	2%	Increase to Elevator and Fire Alarm monitoring
Office	\$32,025	\$32,025	0%	No change
Dues	\$19,826	\$28,188	42%	Return to 100% Fair Share Contributions
Other Expenses	\$11,695	\$11,994	3%	Increase for GA Delegates to GA
	\$654,133	\$724,874	11%	
Net	-\$36,147	-\$32,000		
Funding from Ministerial Assistance Fund	\$36,147			
Funding from Endowment Fund		\$32,000		
Balanced Budget Proposal	\$0	\$0		

BOARD NOMINEES/NOMINATING COMMITTEE

Sue Geary



I started attending First Unitarian Church about thirteen years ago with considerable nudging from my wife, Michele. It didn't take long for both of us to realize this is where our family belongs, so we signed "the book" to formalize our membership and started serving in a variety of assignments. Together, we have taught children's Religious Education classes, and co-chaired both the Pledge Committee and the Social Justice Council. We have also had several opportunities to speak in Sunday Services. Our children, Ethan (19) and Gracen (13) have also enjoyed their participation with First Church, whether they admit it or not.

I grew up in rural Utah in a climate so arid that even the humor is dry. My early passions were horses and theatre. I attended the University of Utah where I received a Master's Degree in Special Education and a PhD in Educational Administration. I spent most of my professional life as an educator and administrator working with people with disabilities and their families. Since retiring in 2002 from a position as a state agency director, I have pursued a second career in financial services.

I was elected for my first term on the Board of Trustees in 2013. I consider it an honor to serve in this capacity and look forward to completing a second, three-year term.

Don Walton

Don Walton is a current Board member and running for a second term. He joined 1st Church in 2008. He came here from Annapolis where he was the Investment Manager for the State of Maryland. His daughter is a single mom and he came out here to help out with his grandson. He's learned a lot about that grandfather role since coming here. Don has been active in the Small Group ministry and helps Lee Shuster with recording the Sunday services and posting them to You Tube.



BOARD NOMINEES/NOMINATING COMMITTEE

Rebecca Heal



I was introduced to First Church by my late in-laws Martin & Muriel Zwick. I started attending when my son, Dylan Zwick, was in pre-school. He is now Dr. Dylan, having just earned a PhD in math from the University of Utah. I also raised my second son, Baxter Heal in this church. I taught RE for years, directed the children's choir, making a CD and traveling to Nashville to perform for General Assembly. I have served as the Chair of the Social Justice Committee and the Co-Chair, along with Dylan, of the Pledge Committee. I served on the Auction Committee for years and, along with Alan Coombs, wrote and performed in many sketches created for the Pledge Drive Kick-Off Dinner. I have sung in the choir for years.

In my professional career, I have raised money for the Utah Arts Festival, Ballet West, KUER, the Salt Lake City Public Library, and Utah Youth Village where I've been for 21 years. I was recently awarded the Patti N. Choate Lifetime Achievement Award from the Utah Society of Fund Raisers. The only thing I've done longer than raise money is raise my two sons and raise eyebrows as a Saliva Sister.

NEW MEMBER LIST

Display Name	Member Since
Ainsworth, Allan	3/10/2017
Bieber, Deborah	3/7/2017
Chaston, Starlyn	11/21/2016
Cole, Madeline	2/12/2017
Colton, Kaden	10/25/2016
Copeland, Karen	2/12/2017
Davis, Phil	4/11/2017
Finlayson, Amanda	2/12/2017
Frueh, Andrew	2/12/2017
Gauthier, Dana	1/20/2017
Gauthier, Jeremy	1/20/2017
Geerlings, Georgia	12/11/2016
Gonzalez, Maria del Mar	1/8/2017
Haertel, Jennifer	10/25/2016
Hammer, Jeremy	12/16/2016
Herrick, Colette	3/10/2017
Hughes, Barbara	11/7/2016
Huseth, Darrell	3/5/2017
Huseth, Diane	3/5/2017
Hyte, Lisa	10/27/2016
Jones, Gary	2/12/2017
Kilmer, Kira	2/12/2017
Moore, Darrell	2/12/2017
Peterson, Marc	11/8/2016
Robinson, Laurie	2/12/2017
Schoeffler, Betty	2/12/2017
Sherwood, Erik	2/12/2017
Steiner-Sherwood, Melanie	2/12/2017
Taylor, Marlin	3/9/2017
Weitzel, Robert	12/11/2016

MINISTER'S ANNUAL REPORT - REV. TOM GOLDSMITH

It's hard to believe the church year is about over. It's been a good year though a little stressed in the budget. The church was "rescued" through a tremendous fundraising effort by the choir. I have never seen such determination and dedication. The choir pulled us through a difficult year.

Fortunately, the congregation responded well not only in their support of many fundraisers, but has made a genuine effort in its pledges to meet the budget goal for the 2017-2018 fiscal year. We had a strong pledge committee with new members joining. Dylan Zwick's inspired leadership raised the bar in what our congregation can do financially.

The Reverend Matthew Cockrum joined our staff for a two-year commitment, which sadly has now been completed. He expanded our theology, widened our pastoral care reach, and worked effectively with our youth. By virtue of Matthew's success, the Board of Trustees along with the support of lay leaders and (primarily) the generosity of the congregation, have made a commitment to grow our church numerically and spiritually with two ministers working to fulfill the mission and goodwill of our congregation.

In March, a Search Committee was appointed by the Board to fill the vacancy of an assistant minister. We owe our gratitude to Marlin Taylor, (Chair), Teresa Dieringer, Christine Ashworth, Derek Gersdorf, Lisa Mountain, Jack Avery, and Marion Johnson for their commitment to a difficult process. The committee and I feel absolutely confident that we have found a tremendous minister in Monica Dobbins, a recent graduate from Meadville Lombard Theological School. She did her internship in the UU church in Tuscaloosa, AL. Monica will join me in the worship service on June 11th to meet all of you, and will continue on to the all-church picnic. She and her husband and daughter will move to Salt Lake City in July. Congratulations to us all!

This church year has been especially satisfying. We had more than a 30% increase of new members over previous years. This boost in membership and attendance may have added to an increased spirit of volunteerism throughout the church. Our many committees and councils are working effectively. The music program continues to thrive under the leadership of David Owens, David Zabriskie, and Holly Stuart. If the choir continues to grow we'll have to fit them outside the church and open the windows.

Our Board of Trustees, with Sue Geary as chair, has found their groove and purpose in Policy Governance, which has been in effect for four years. As in all churches, moving to policy governance is not an easy transition. But everyone seems quite comfortable now and the Board and minister are working hard to enrich the spiritual, social, and intellectual capacity at First Church. Our emphasis on hospitality has warmed the place up. May we continue along this path.

First Church runs extremely well as an institution largely due to our deeply committed administrator, Hal Gonzales. He and his assistant, Jenni Killpack-Knutsen, take care of everything from paperclips to budget reports.

We are extremely fortunate to have Julie Miller serving as Director of Religious Education. As an experienced educator over many decades, she has integrated art projects and social justice with the UU curricula in magnificent fashion. Julie, (and all of us) are blessed to have Lissa Lander as RE

MINISTER'S ANNUAL REPORT (CONTINUED)

administrator. She has come on board with tremendous vigor, great ideas, and helps constitute a terrific RE team with Julie and Matthew.

Small Group Ministry continues to add a significant level of social cohesion in the church with approximately a dozen groups meeting monthly around a given topic. For many years, John Rasmuson has devoted much time and energy to creating programs used for discussion. This year is his last, and I want to thank him for his extraordinary influence on making this a high level program that adds much depth to the lives of our congregation. Derek Gersdorf will assume leadership going forward. Thank you, Derek!

I have facilitated a couple of groups this past year. Continuing my monthly group work at Friendship Manor for the past ten years has been a lot of fun and uplifting. (We have an extraordinary group). I also facilitate meetings with our Young Adults every other month. I have also facilitated two programs this year for the Monday Family Fun Night, which continues to be a huge success. Its leaders, Amanda Esko, Lissa Lander, and Kelly Goff have provided an extraordinary opportunity for young families to form a community in the church. The Monday Family Fun Night is truly one of our church's greater successes.

In addition to social and intellectual enrichment, our church's work in making the world more just continues as a tremendous source of pride. We all owe our deepest gratitude to Joe Dubray for directing our refugee furniture program, Joan Gregory for her leadership in Environmental Ministry, and Brenda Goodwin for overseeing our work in providing meals for homeless teens. I am the point person in our church's outreach to provide symbolic sanctuary for immigrants, and have learned a great deal about the confusing laws that prevail. To assure our congregation, we are well versed in what is legal and what is not. We are also working closely on this issue with our sister church, San Esteban.

This year we hosted two interfaith services: A prayer service on the morning of the Inauguration, and a service of remembrance for Down Winders. I have taught a Building Your Own Theology class, and have joined with Matthew on a class called Owning Your Religious Past. I have been on KRCL radio, joined a panel at the University of Utah School of Social Work on Spirituality and Aging. And Jazz Vespers finished up its 28th season. We have broken some sort of record, I believe, with more than 50 straight Vespers programs at Standing Room Only. But the key to Jazz Vespers' success is our sound engineer, Lee Shuster. Lee makes all of our church programming audible. Our gratitude for his service knows no bounds.

I want to thank Rev. Harold Straughn for his extraordinary influence in coordinating our Summer Forum series over the past several years. Sadly his health will not permit him to continue. We are extremely fortunate that Tim and Cathy Chambliss, Shirley Ray, and Dylan Zwick have taken up the leadership role and will serve our community with another grand Summer Forum beginning June 18th.

The true impact of ministry occurs in the darkest of hours. It has been an absolute privilege for me to serve the pastoral needs of this congregation through 30 years. The accumulated trust and love over these decades remind me what ministry really means. Every minister tries to fill the

MINISTER'S ANNUAL REPORT (CONTINUED)

expectations of preacher, teacher, prophet, and pastor. All are crucial; pastoring is the most humbling.

This year our community experienced the passing of many people we love. I would like to conclude this annual report by listing those whose lives were extinguished since our last Annual Meeting. Our prayers and gratitude rest with them.

Pat Capson Brown
Neef Walker
Bill Thomas
Carrie Snyder
Barry Zumwalt
Judi Evans
Adam Naisbeth
Connie Sedler
Christine Wood

Respectfully submitted,

Rev. Tom Goldsmith

STRATEGIC PLAN AND MEASURES OF SUCCESS

At a Board Retreat in 2015, Gaylan Nielson facilitated a meeting to help us develop a strategic plan over three years from 2015-2018. The plan has been tweaked just a little. It feels solid although not ironclad. There were five objectives: communication, financial, congregational life, growth, and welcoming. Each objective had several key strategies to help actualize the goal. The last component was: "Measures of Success." The Board has asked me to address the measures of success as part of my Annual Report.

Communication: We have improved greatly in communicating through social media. This reflects, of course, a changing/younger congregation. It has worked well in reaching younger families, young adults, and church events especially when the notice has to be out in a timely fashion. Our church newsletter, however, seems to be losing readership since we have gone online. We need to revisit this although returning to hard copies will prove costly. Our UU message continues to get out through the community. Matthew has been involved in organizing Interfaith Pride, and I have had several panel discussions at the U. A significant communication improvement has been our twice yearly meeting held for all committee members and Board members. We share lots of information, allowing for all our various committees to learn of church-wide programs.

Financial: The members and friends of First Unitarian Church have strengthened their financial commitment considerably. We have completed our best Pledge Drive in the church's history and are well positioned to fund our programs as planned. The ENDOWMENT is at about \$1million, and is growing. Thanks to the commitment and hard work by AUCTION leaders, we will return to an annual church AUCTION in order to insure sufficient funds for a SECOND MINISTER.

Congregational Life: The goal is to expand and strengthen programming which we have been able to do. Small Group Ministry continues to flourish and play an important role in integrating new people into the church. We offered courses on Building Your Own Theology and Owning Your Religious Past, which fostered a greater appreciation for Unitarian Universalism generally while strengthening individual UU identities. We also had a monthly course throughout the year on the sources that influence our UU principles. The Owl program (Our Whole Lives) runs wildly successful on a variety of grade levels. Our young families have solidified into a warm community through the Monday Family Fun Night program. The Dinner and Conversation evenings have expanded to accommodate more participants. The choir continues to grow, and executes spiritually uplifting music programs. Jazz Vespers continues to flourish.

Growth: We have had 33 new members join the church this year. That represents about a 25% increase over the past few years. The increase reflects a larger attendance in church and support of our adult programming.

Welcoming: The church has made a concerted effort to coordinate means by which new people can feel more comfortable when they experience the church as seekers of a liberal religious community. In addition to a Welcoming Table, we have a Congregational Life table. Both are staffed by knowledgeable and caring members. We have added a Welcoming Booklet, which offers a helpful overview of church activities and ways of participating in the life of the church. We have also developed a "PATH TO MEMBERSHIP" program that begins with a basic Information Session, a UU Orientation, and a celebration/invitation to join as members. We have greatly improved our "tracking" system by which we contact new comers throughout the year and advise them on activities in which they may well be interested.

CONGREGATIONAL LIFE - REV. MATTHEW COCKRUM

Annual Report 2016-2017

Congregational Life Ministries, Consulting
Rev. Matthew Cockrum

At this time last year it looked like my time with you would close without the funding for a continued second minister position. Now it appears that you not only are developing the funding but that viable candidates have been identified and are being interviewed by a team of congregants aiding Tom Goldsmith in the process. Wow! This year, like most, has been a mixed bag of life - full of growth, some plateaus, some decline, and some stuff that may turn into compost and mulch for future crops. All in all it has been good to be in The Work with you. Below are some snapshots, about which you may hear more in other reports detailed elsewhere. Also more detailed recommendations of my work with you (ask/look for "Consulting with the Consultant" reports) can be found elsewhere in this report and through the church office. . Most areas discussed below have Work Groups formed which are strategizing to address areas of concern and possibility as they pertain to the current strategic plan and hoped-for incoming Assistant Minister.

Hospitality/Membership: Formerly known as Membership, the Hospitality Committee has gained energy and clarified its purpose and passions. While there's continual struggle and challenge to recruit Greeters (formerly ushers) and folks to staff the Welcome Table, a core group has steered the course and continued to serve faithfully. Laurie Robinson and Ed Dieringer co-chaired this year. Much thanks for their work and service. Monthly drop-in information sessions after Sunday services continued this year along with three weeknight sessions. As of this writing, thirty-three (33) congregants have signed the membership book since July 1, 2016.

Religious Education:

- *Youth* - In collaboration with my colleagues, Lissa Lander (Religious Education Assistant) and Julie Miller (Director of Religious Education) I have continued to support youth religious education efforts for the "upper grades" - this year, grades 6-12. Tons of thanks to Lissa and Julie for their collaborative, patient and good-humored work!
 - Grades 6-7: Have explored world religions this year through presentations, reflections and field trips. Many thanks to Ian Mitchell, Jennifer Gibbs, Sara Jordan and Usha Spaulding for their dedication and determination! Next year this age group is anticipated to move up together for the biennial Coming of Age process.
 - Grades 8-9: Have used Our Whole Lives (OWL) sexuality education as their primary curriculum for the year. Your excellent team of trained teachers, Di Miller, Erin Phinney Johnson, Phil Moos and Rob Richardson have carried off the year flawlessly! This group is anticipated to graduate together into the high school group for the 2017-2018 church year.
 - Grades 10-12: Have been led primarily by Derek Gersdorf and E. Cooper this year. Thanks so much! A close reading of the 7 Principles of Unitarian Universalism, infused with and informed by philosophy, formed the core of the year. Jillian O'Karma has stepped down after several years of service as a paid high school coordinator. We wish Jillian the best on her entrance into nursing school! This age group also participated in a two-weekend intensive version of Our Whole Lives (OWL) sexuality education in February. Thanks to trained educators Annette Ephroni, James Griner, Mary Elizabeth Mitchell and Randon Beckstead for their work on this intensive format, along with those who

CONGREGATIONAL LIFE (CONTINUED)

chaperoned, brought food and otherwise supported this important ministry! Finally, a dozen 10th-12th graders (with three adult chaperones) are planning to travel to New Orleans this June for a service trip in collaboration with the UU Center for Ethical Living and Social Justice Renewal.

- A few social opportunities this year helped our youth recall their connections to each other and build community. Continued work in this arena would benefit youth and their families as well as the overall health of the the congregation's multigenerational community.
- The 2017-2018 church year is likely to see renewed energy towards creating and sustaining a youth religious education council which actively involves youth in creating the programming for their age group as well as building more intergenerational opportunities.
- *Adult* - We offered a bare-bones approach to formal/official adult religious education this year. No formal committee emerged so Rev. Tom Goldsmith and I determined to offer some "core" classes.
 - Building Your Own Theology - co-taught by Rev. Tom Goldsmith and Mary Tulle.
 - Seeking the Sources - a monthly drop-in session exploring the six sources of our living tradition through movement (yogasana), meditation and discussion. Attendance ranged from three (3) to ten (10).
 - Owning Your Religious Past - co-taught by Rev. Tom Goldsmith and myself. A four-week series, attendance ranged from twenty-five (25) to sixteen (16).
 - The 2017-2018 church year is likely to see renewed energy towards creating and sustaining an adult religious education council to more strategically and sustainably offer adult programming that will augment those of other church life groups.

Congregational Life: A new presence in Eliot Hall on Sunday mornings! Marion Johnson, Nancy Howard and CJ Sadiq recruited congregational leaders to staff a "Congregational Life" table (along the east wall), cultivating greater visibility of committee and group leadership along with opportunities for participation and collaboration. Plans are underway to continue this for the 2017-2018 church year in order to continue to make opportunities more visible and accessible.

Committee Support: In addition to the program areas above I have also provided support and service to the following groups during the 2016-2017 church year:

- Anti-Racism Committee - provided resources and support for Catie Parnell as she offered a series on "White Shame and Black Pain." A reportedly well-subscribed series. The Committee is currently dormant as its leadership is otherwise overburdened and Catie has left the congregation.
- Mindfulness Meditation - This ministry has continued to grow, filling the Parlor on Sunday mornings between services. This is an excellent home and example of finding a "small church in the big church."
- Small Group Ministry - attended most monthly leadership gatherings of the Small Group Ministry facilitators, supported leadership (thanks Derek Gersdorf, John Rasmuson and Sandi Greene!). Enrollment in this ministry seems to have plateaued. Under Derek Gersdorf's leadership groups were invited to serve with the Hospitality Committee once during the church year. At least one group stepped up! Thank you!!
- Social Justice Council - provided transitional support for this Council, which started the year without a chair due to leadership succession issues. Thanks to Mark Rothacher and

CONGREGATIONAL LIFE (CONTINUED)

Joan Gregory for their hard work in building a bridge and Rev. Tom Goldsmith for energy, vision and direction for the future.

- Young Adults - shared responsibility of monthly presentations with Rev. Tom Goldsmith. Attendance at these monthly sessions seems to have plateaued as well.

It has truly been an honor to serve the mission and ministries of First Church during this 2-year consultancy. Thank you for your support and understanding as I transition to hospital chaplaincy work. I carry (and am carried by) the spirit of this place!

I wish you every success in the next leg of the journey.

Here's to The Work!
Peace, Faith & Passion,
Matthew

Please note: a copy of Rev. Matthew's Consulting the Consultant Report can be found here: http://www.slccu.org/news/latest-news/item/download/117_7e07126d806096bb0dcb75eb028ba006

RELIGIOUS EDUCATION - JULIE MILLER

Religious Education Report 2017

Our Religious Education (RE) Program has focused on encouraging young people to think, question, explore and participate in social justice projects to strengthen our community. Projects were designed to build self-esteem, confidence and character in children and youth. Concurrently, we emphasized a sense of respect for all life and responsibility in our choices. Finally, we followed a curricula that encouraged children and youth to participate in their religious journey with activities that gave meaning and joy to their lives.

During the past year, we offered Sunday morning classes to children and youth ages 4 to 18. We provided nursery care for infants through age 3. And we sponsored orientation classes for adult newcomers.

RE Program Goals this year:

- To introduce Universalist Unitarian Principles
- To give children and youth the building blocks to form their own beliefs
- To provide intergenerational opportunities to develop a sense of community within our Church
- To teach children and youth that how we lead our lives each day matters
- To foster an atmosphere that is welcoming and safe for families, and to recognize that diversity is a treasure and source of enrichment
- To provide opportunities to our children, youth and their families to make new friends
- To stimulate curiosity and provide avenues for creative responses in our weekly Sunday classes

During the 2016-2017 church year, our children's Religious Education (RE) classes used a variety of age-appropriate UUA curricula and supplemental sources to connect children and our youth to this year's theme: **World Religions**.

Children ages 4-11 experienced faith exploration by learning from visitors representing various world religions in our valley: Judaism, Tibetan Buddhism, Christianity, Secular Humanist, Baha'i, Hinduism, Islam and, of course, Unitarian Universalism. Rev. Harold Straughn joined the children in January to discuss his memories of marching with Dr. Martin Luther King.

- Our sixth and seventh graders explored world religions by going out into the Salt Lake Valley and visiting other religious congregations.
- Eighth and ninth graders studied Our Whole Lives, a comprehensive, progressive and developmentally-appropriate sexual education program that teaches caring, compassion, respect and justice as well as body-image and consent education.
- High school youth ((YRUU) met on Sundays to experience congregational life that encouraged them to grow in their spiritual awareness and provided group experiences (overnights, service trips) that that focused on leadership and service.

Our Religious Education program offered children and youth the opportunity to be involved in:

Social Justice Projects: the third Sunday of each month was called "Sandwich Sunday". Our children between the ages of 4-11 participated in preparing sack lunches for Homeless Teens residing at the VOA shelter. We are grateful to many of our families who donated food for this project. Gifts were collected for St. Esteban; toys, games and books were donated to the Refugee Committee to share

RELIGIOUS EDUCATION REPORT (CONTINUED)

with refugee children as they arrive in Salt Lake City. On two occasions, our children visited—and Junior Choir performed at—Friendship Manor.

Worship Services: During “Sanctuary Sundays” throughout the year, our children attended the opening of the 11:00 am service and joined their families in Chalice Lighting. Youth planned and conducted more than one service and attended when they chose.

Art and Music: Our Junior Choir met from October through April and performed at various times in adult services. Art classes that ran for eight weeks in the winter months featured visual arts projects including a “community tree” and art cards that were sold during the Arts Fair.

Holiday and Special Events: Special programs and parties were planned around holidays and seasonal events like our Christmas Pageant in December.

Family Fun Nights: The first Monday of each month First Church families gathered together to share friendship, food and a topic or activity of choice.

Our Cooperative Program: Every year volunteers contribute more than a thousand hours to our Sunday School program. We ask all parents to contribute time as they are able— to teach, assist, plan holiday events, donate food, chaperone, and drive for field trips.

Yearly Average Attendance: The RE Program depends on the cooperative efforts of the entire congregation. Caring adults who volunteer provide a meaningful experience for our children and youth each Sunday. Regular attendance builds community and a sense of belonging.

Infants and Toddlers (this age range had the most visitors)

Low 6

High 17

Regular attendees 9

Visitors who came less than 3 times: 9

Pre K and K

Low 6

High 19 (during Sandwich Sunday in November)

Regular attendees 12

Visitors who came 9

January recorded the lowest attendance rate

1st and 2nd Grades

Strong and Consistent preparation for instruction

Low 8

High 15 (during Sandwich Sunday in November)

Regular attendees 9

Visitors who came 4

OWL Class Spring 2017 - 14 families enrolled with their children

3rd and 4th Grades

RELIGIOUS EDUCATION REPORT (CONTINUED)

Challenging lessons for the kids!

Low 7

High 18

Regular attendees 9

Visitors who came 4

5th Grade

Small class and great participation and discussions

Low 3

High 6

Regular attendees 5

Visitors who came 2

Note: During our Speakers on World Religions series, we had a high of 36 children

6th and 7th

Sporadic attendance and enthusiastic and dedicated teachers

Low 4

High 15

Regular attendees 6; no visitors recorded

8th and 9th Grade (OWL)

This group had the highest and most consistent number of attendees; families were notably engaged in this program

Low 7 (UEA weekend)

High 18

Regular attendees 15

Visitors who came 1

10th - 12th Grade (YRUU)

Attendance seemed a little random; record numbers attended on OWL weekends

Low 6

High 11

Regular attendees 10

Visitors who came 3

Service Trip to New Orleans June 2017 12 registered

Combining grades 6-12: we had 17 regularly attend with a high of 44 youth.

Total families enrolled: 91

Total children/youth enrolled: 160

Visiting Families who enrolled: 18

Across all grades, we saw the highest attendance rates during monthly Sandwich Sundays

Family Fun Night - Volunteers Kelly Goff and Amanda Esko co-coordinated this program. Families and children from infants through 6th grade were invited to attend a dinner and special session on the first Monday of each month. On average about 30 families attended on a regular basis.

- October - Halloween Party. Approximately 45 families, with 65 - 70 children attending and singing at Friendship Manor

RELIGIOUS EDUCATION REPORT (CONTINUED)

- November - Toy and Book collection to support the Refugee Committee
- Mid-December - Christmas Party & Annual Christmas Pageant
- December - Solstice Celebration / Drum Bus; St. Esteban collaboration / Visitors to First Church to teach about World Religions
- January-February - World Religion Visitors continue and Art rotations begin
- Early March - Celebration Sunday (singing, dancing)
- Late April - Environmental Ministries hosts Earth Day March & Celebration
- Sanctuary Sunday - the first Sunday of each month
- Sandwich Sunday - the third Sunday of each month

The RE Program depends on the cooperative efforts of the entire congregation. Caring adults volunteer provide a meaningful experience for our children and youth each Sunday. Regular attendance builds community and a sense of belonging.

Our RE Program relies on many helping hands. We would like to thank the following friends and members of our RE Volunteer and Professional staff:

- Infant & Toddlers - Triniti Taylor, Erin Cowley, Olivia Harris
- PreK - K Sunday School Teachers - Sonia Carnell and Kris Lander
- 1st/2nd Sunday School Teachers - Brenda and Tom Goodwin
- 3rd/4th Sunday School Teachers - Kendra and Raleigh Smith, Samantha Wood
- 5th Sunday School Teachers - Britt Coble and Trixie Sieger
- OWL Teachers grades 1st and 2nd: - Christen Rose and Scott Hunsaker, Matt Wilson and Megan Anderson
- Sixth and Seventh Grade Volunteer Teachers - Sara Jordan, Usha Spaulding, Ian Mitchell, Jennifer Gibbs, Carrie Black
- Eighth and Ninth (OWL) teachers - Rob Richardson, Erin Phinney Johnson, Diane Johnson, Phil Moos
- YRUU 10th - 12th: E. Cooper, Jr., Derek Gersdorf, Jillian O'Karma

Next year our theme will be **Faith In Action**. We will rely on Tapestry of Faith, a curricula that supports our theme.

Respectfully Submitted,
Julie Miller, Director of Religious Education
Lissa Lander, Religious Education Program Assistant

MUSIC DEPARTMENT REPORT - DAVID OWENS

As this Church Year draws to a close, we have another amazing year of Worship Through Music to reflect back on.

Once again, the entire Music Department and Congregation has felt the energetic presence of Dr. David A. Zabriskie in our midst as our Composer/Artist In Residence. The gifted and professional direction he brings as a composer and conductor has truly been inspirational. It is a continuing pleasure to have him not only work with us musically, but join with us in congregational friendship.

The Chancel Choir also again had the opportunity to work with the singers at South Valley Unitarian— under the Directorship of Mary Lou Prince- in presenting a world premier work by Mary Lou and Patti Willis: Women of Courage. This powerful work gave us the opportunity to interact musically with our sister congregation always proving to be a culturally rewarding and musically edifying experience for all involved.

Holly Stuart continues to give her invaluable talents as Assistant Choral Conductor . She brings a wealth of leadership and musicality to this long-held position and is amply assisted by her companion Beverly Stuart. The two of them almost single handedly manage and marshal the band of volunteers endlessly needed to wrangle and juggle the never ending tide of repertoire afforded by our extensive music library. Profound thanks goes to the two of them —and the volunteers from the choir- who's effort is relentless.

Another large scale effort – most notably driven by Andy Walker, John Major and Patti Horton –is the continuing process of transferring our music into MuseScore. This music data technology allows many of our choir members to rapidly access, learn, and educationally grow into an ever-advancing stage of musical proficiency. Not to mention being able to stay on top of the large amount of repertoire we must learn in order to keep our Sunday Service well supplied with relevant music.

Events this past year include the traditional spots in our regular Church Calendar: Holidays, Memorials, etc. –as well as the special features like our annual Requiem Sunday. This year we will be doing the Ellingboe Requiem in late May under the Conductorship of Dr. Zabriskie. Elizabeth Paniagua will be our guest soloist accompanied by a sextet of professional musicians from the Salt Lake music community.

As always, many members of the Music Department's family contribute to the larger community of the church – often providing assistance and musical augmentation for everything from Parties to Lay Services. It is always remarkable the breadth of talent that surfaces when called upon.

The Junior Singers continue with their tradition of bringing the joy of music through the voices of the young. Repeated performances at Friendship Manor as well as in regular church services always continue to delight. Julie Miller (Director of Religious Education) , and her assistant –Lissa Lander - deserve special thanks in recognition to the help they tirelessly provide.

Of remarkable note this year is the Herculean effort put forth by the Chancel Choir in launching a fundraising campaign in order to help offset the Church's budget deficit.

MUSIC DEPARTMENT REPORT (CONTINUED)

Spearheaded by Andy Walker – our Tireless Choir President – and a fleet of energetic, creative and competent committee members (And in truth, practically the entire Chancel Choir – at one time or another), we devised a myriad of fundraisers –from repeated Bagel Sales to Performances, to Swing Dances- that by year's end will have raised more than \$15,000 to contribute directly to the Church's budgetary shortfall. Kudos and Thank You's cannot be lauded amply enough to all who were involved in this extraordinary measure. As well,... An immense Thank You goes to the Congregation who tirelessly bought and bid on our events. Thank You! Thank You!

While regular maintenance of our three pianos and pipe organ is ongoing, it might be noted that this was the year to have the Yamaha C-5 repolished and buffed to it's showroom pristine condition. This just occurred and we are proud to have it looking just like new again (after 20+ years of remarkable service).

As mentioned earlier, Andy Walker again fulfills his position as Choir President. It is impossible to recount the million and one things he does with proficiency, kindness, good humor, musical aplomb, fierce dedication to the church and obvious love to the Music Department. We are,...and will forever be, deeply grateful for Andy's presence in this organization.

Now in his 18th year, David Owens continues to serve as Director of Music at First Unitarian Church. The blessing and pleasure remain his.

While the church year is not over at the time of this writing, current projections are that the Music Department will be within its annual operating budget of \$4,300.

2016-2017 Department of Music at First Unitarian Church

Director of Music-David W. Owens

Assistant Choral Director- Holly Stuart

Guest Composer In Residence/Assistant Choral Conductor – Dr. David A. Zabriskie

Choir President – Andy Walker

SEXTON'S REPORT

2017 Annual Buildings and Grounds Report:

1 - Addendum projects:

Unisex bathroom remodeled

Boiler condensation tank and steam traps replaced

Two Cat 5e cables routed from chapel to Eliot per Lee Shuster request

Air purge emitting tank for RE heat replaced

Custom snake head box build at my shop for chapel

Recurring repairs on south chapel interior plaster wall from water leaking through the brick mortars

Failed to close steel gate re-fabricated and welded

Pruned trees

Several portions of clogged sprinkler lines replaced

Upgraded approximately 3/8ths of building with energy efficient lighting

1 of 2 heat pump failed and leaked, repaired, and due for overhaul this summer

5 roof leaks at RE building repaired

Large tree branch broke, sawed and cleaned

Bids and coordinate astro turf installed by a contractor

Will re-route drain pipe and repair north chapel interior wall from drain water leaking through the brick mortars early summer

2 - Here are some critical and pressing issues that weren't addressed in 2016 and new issues in 2017:

4" steam pipes insulated - \$6000 *2016 prices*

Some RE window pane seals broke and condensation, no way to take a pane out to replace without dismantling glued-mortised upper/lower sash. Replace several new sashes - \$2,600 *2016 prices*

2 boilers at RE building are over 25 years old - \$33,000 *2016 prices*

Parlor and southwest building stair windows are single pane and rotting - \$4,100 *2016 prices*

SEXTON'S REPORT (CONTINUED)

Brick mortars at the old part of the building are breaking and some areas water is creeping and leaking inside the building, re-mortar almost all per contractor - \$27,000 *2016 prices*

Roof at RE building is over 30 years old and are showing some curling and balding signs - \$14,000 possibly more due to removing solar panels to access *2016 prices*

North RE glass panel doors broke seals and condensation badly - \$4,000 *2016 prices*

2 inefficient leaking exterior doors are 40+ years old at the chapel and southwest Eliot entry door - \$10,000 for full panel glass, \$12,000 for 3 tab wood panel *2016 prices*

Eliot wood floors refinished - \$8,000 - \$11,000 *2016 prices*

All energy inefficient chapel windows are single pane and portions of woodwork and sashes are rotting - \$54,000 + *2016 prices*

Eleven 25 year old RE a/c condensers and air handlers are outdated, breaking down, and inefficient - \$62,000 *2016 prices*

2 of 4 a/c condensers and 1 of 4 air handlers for the chapel cooling stopped working – An a/c specialist says it cannot be repaired and needs an replacement. Complete system replaced \$32,000 - Approximate \$12,000 to replace systems where stopped working *2016 prices*

Lack of funding to replace remaining lighting with energy efficient lighting throughout the building - \$5200

Unsafe wooden 40 + yr old ladder going to bell fry needs replacing - \$3800

3 - Preventive maintenance suggestion:

Pine tree at the memorial gardens is leaning heavily on one side and is top heavy, one day it is going to fall whether split at the crotch or uproot and do heavy damage on the building. Suggest it be removed and replaced with a architect quality-grade landscape tree - \$3,000 - \$5,000

4 – Expenditures:

	Amount
Repairs:	\$1,314.34
Janitorial & toiletries:	\$4,901.27
Grnds/Bldg Maint:	\$13,569.06
Tools, replacement, rental:	\$290.71
Total:	\$20,075.38

Submitted by –

Layne Owens
Sexton supervisor at SLC First Unitarian church

BOARD PRESIDENT'S REPORT - SUE GEARY

Governance Structure and Board Responsibilities. This year the Board of Trustees continued to refine its implementation of policy governance. This governance model, which was adopted by a vote of the congregation in 2012, shifts responsibility for the administration of the church to the Executive Team and allows the Board to focus on its three primary functions. Our first obligation is to sustain First Unitarian Church through long-term visioning and strategic planning consistent with our principles and mission and in pursuit of our ends or outcomes: within our own hearts, among our congregants, and beyond into the community. Second, the Board is responsible to monitor the performance of the Executive Team to assure "appropriate results and at appropriate cost and to avoid unacceptable actions and situations" (Governing Policies, Section 3 Board Responsibilities and Limitations). Finally, the Board serves a critical linkage function between the congregation and the Executive Team and staff and among the various church committees and groups.

Strategic Plan 2016-18. The Board holds a planning retreat each summer for the purposes of reviewing the activities and progress of the previous church year and defining our priorities for the coming year. The Strategic Plan--which was prepared by Reverend Goldsmith and Reverend Cockrum in collaboration with consultant to the Board, Gaylan Nielson--articulates objectives, strategies, and measures of success in each of five priority categories: Communication, Financial, Congregational Life, Growth, and Integration. The Board has asked the leaders of church committees and groups to align their goals and activities with the Strategic Plan to the greatest degree possible. The Board encourages all the members of our congregation to become familiar with the Strategic Plan, which is available on our website.

Program Church. Over the past several years, First Unitarian Church has been in transition from a pastoral-sized church (wherein the number of congregants are few enough that each can relate directly with the minister) to the larger program-sized church (wherein the larger number of congregants connect within various groups and programs within the church). Our expansion to a program-sized church requires the addition of ministerial staff.

We were indeed fortunate that Reverend Matthew Cockrum was available and willing to bring his broad experience, unique expertise, and many talents to a two-year assignment as Consulting Minister for Congregational Life. This position was established both to determine our readiness for a second minister and to demonstrate for the congregation just what a second minister, working in concert with the senior minister, can add to the effective operation of our church and to our spiritual experience.

Challenges and Opportunities of this Church Year.

Establishing a second minister position. During our February meeting, the Board considered the costs of giving up the programs, services, and supports that we gained during Reverend Cockrum's tenure against the modest financial leap of faith required to establish a second minister position. The Board voted unanimously to begin the search for a second minister, who will begin her duties with the 2017-18 church year.

Budget shortfall. An unexpected decline in pledge revenues resulted in a \$35,000 budget shortfall as we began the 2016-17 church year. The modest pruning allowed within our already tight budget would only be a partial remedy. This proved to be not only a challenge but also an opportunity in a couple of ways.

First, Board members Teresa Dieringer and Jan Crane stepped forward to establish a committee dedicated to our long-term financial sustainability. This stewardship group is charged with strengthening our pledge activity and communication around giving, and developing new funding streams to increase our revenues.

Second, with the news of the shortfall, members of our congregation responded with determination and creativity. At the encouragement of Music Director, David Owens, and church choir president, Andy Walker, members of the choir launched a year-long fundraising effort with everything from bagels to dances to birthday parties. We also had a remarkably generous response to our holiday giving appeal, and several members increased their pledges within the year.

What began as a year of worry over our scarcity ended with an appreciation for our great abundance as a committed, responsive, generous community of progressive activists. It is this abundance that has sustained First Unitarian Church of Salt Lake City for its 127 years and counting.

Improved financial reporting to the congregation. In the interest of providing more information to our congregants regarding our church's financial health, the Board collected and reviewed the dashboard data collected by Unity Church in St. Paul, Minnesota. As an outcome, this year's annual report includes several new charts that offer a quick visual display of our membership, pledges, revenue sources, expenses, and religious education enrollment.

Improved means of communication with the congregation. The Board's responsibility for linkage with the congregation is a perennial challenge, particularly as church membership and participation grow. In an effort to improve communications among the Board and our many church committees, Board members were assigned as liaisons with each committee. We continue to meet with committee leadership in three meetings within the church year. Board members have made an effort to attend the many activities offered by our church.

As one means of getting more information out through our bi-weekly Torch newsletter, Jan Crane initiated a Spotlight feature to introduce both new and veteran church members. We have had other communication in the Torch and Orders of Service under the banner of Board Bits.

We had an excellent response to the Annual Congregational Survey conducted at the end of the last church year, but the Board failed to get the results of the survey communicated back to the congregation this year. That is a failure we will not repeat. Ongoing communication with the larger congregation remains a challenge and will be an area of emphasis for the Board in the coming year.

Board Membership and Participation

Becky Heal and Don Walton are completing their first three-year terms of office. Both have agreed to serve a second term if re-elected by the congregation. I have just completed the first year of my second term. Due to an oversight, I was not elected for a second term at last year's congregational meeting, but will stand for re-election this year. Tim Chambless, Jan Crane, Teresa Dieringer, and Peter Esko are in their first terms.

You are well-represented by your elected trustees. Each of our Board members has demonstrated a commitment to First Church in a variety of leadership capacities. All have attended our monthly meetings and accepted a variety of assignments. I appreciate Peter Esko's service as Board Vice-President and we are all grateful for Becky Heal's diligence as Board Secretary. I am honored to serve with such energetic and dedicated colleagues.

ENDOWMENT FUND COMMITTEE REPORT

ACTIVITIES THIS YEAR - MAY 2016 TO APRIL 2017

- The EF Committee changed its practice from self-managing the Fund's investments in mutual funds to hiring a professional management firm, Albion Financial, LLC. Salt Lake City, UT. Albion will continue to trade the investments through Charles Schwab. The decision was made after the Committee investigated options to ensure the safety and wise growth of the Fund. The EF Committee will continue to oversee the investments of the Fund to ensure they are consistent with specific directives of the Congregation.
- Discussion was held with the Board of Trustees about making an annual distribution from the Endowment Fund to the church operations. The EF Committee recommends making an annual distribution from the Fund for advancing the ministry of the church, that is calculated to be 2% of the balance of the Fund assessed on June 30 of a given year, for distribution the following year. This distribution may continue as long as the growth of the Fund continues to be at or above historical patterns of at least 4% annually.
- A new brochure was developed that explains the First Church Endowment Fund and how individuals may contribute to the Fund through estate planning or direct contributions.

ENDOWMENT FUND RESOURCES (as of 4/12/2017)

2014-2015	2015-2016	2016-2017	Location of Funds
\$718,862	769,889	849,970	Charles Schwab investments
\$ 25	20,028	45,556	Cash at Schwab
\$182,989	83,251	93,644	University of Utah Credit Union
\$59,267	59,267	59,267	Cash value/ Life Insurance Policies**
\$961,143	932,435	1,048,437	TOTAL

**For auditing purposes the cash value of donated life insurance policies is noted. However, three policies must remain as death benefit policies only as agreed upon with the insurance companies issuing the policies.

CONTRIBUTIONS TO THE ENDOWMENT FUND (7/1/2016 to 4/30/2017)

Memorial Gifts: \$9,390;

The following people made memorial gifts to the Endowment Fund (7/1/2016 through 4/30/2017):

Betsy Minden
 Carol Blackwell
 Cosette Joesten
 Paula Julander
 Lex Hemphill & Nancy
 Melich
 Virginia Rothstein

Anne Holman on behalf of
 The King's English
 Evalyn Bennett
 Richard & Helen Wolford &
 Family
 Miriam C. Bushnell
 Barbara K. Pence

Hugo & Julia Rossi
 William & Christine Ashworth
 Kathryn Linton
 Trude Micheline Sdelar
 Afton Morris

ENDOWMENT FUND COMMITTEE REPORT (CONTINUED)

ENDOWMENT FUND DISTRIBUTION

The EF Committee voted to make an annual distribution to the Operations of the church for the purpose of advancing the ministry of the Church. The EF Committee made no distribution from the Fund during the period of this report.

RALPH WALDO EMERSON SOCIETY MEMBERS: The following members have included the First Unitarian Church of Salt Lake City in their estate plans:

Barbara Ackron
Ron & Jan Anderson
Tim & Cathy Chambless
Alan & Marjorie Coombs
Harold & Sonja Decker
Ed & Teresa Dieringer
Sue Geary & Michelle Page
Tom Goldsmith & Mary Tull

Andrea Globokar
Richard Haacke
Doug & Sandi Greene
Willa Mae Helmick
Cosette Joesten
Barbara Kreek
Rob Mayer & Carol Blackwell
Pam & Mark Molen
Bill & Ruth Ohlsen

Joan Proctor
Hugo & Julia Rossi
Richard Teerlink
Darlene Thayne
Martha Veranth
Henry Whiteside & Karol
Kumpfer
Flo Wineriter
Myrna Wolf (contributed by
Barbara Samuels)

COMMITTEE MEMBERS

Cathy Chambless,
William Ashworth
Mark Molen
Lex Hemphill
Hugo Rossi

Report submitted by Cathy Chambless

CONGREGATIONAL LIFE COMMITTEE

Matthew Cockrum was assigned to support the First Unitarian Church's hospitality effort two years ago. He established a Hospitality Committee to organize how we welcome people into our church each Sunday and how we engage them with the mission of the church beyond Sunday worship.

The idea of a Congregational Life Table grew from the committee's recognition that the church needed a resource in addition to the Welcome Table to help people find community with others through work, play and conversation.

We established the following goals for the table:

1. Establish the Congregational Life Table as a regular presence of leaders for connection and collaboration, accessibility and visibility; the place to go for questions and answers.
2. Provide a base for new and regular congregants to learn about the variety of opportunities to form connections in the church.
3. Support Committee Chairs by helping them advertise events, recruit volunteers, enroll students and explain their programs to others throughout the year.

We started by working with Jenni Killpack-Knutson to identify committee chairs and update their contact information for the Welcome Book. We put together our own resource book that listed each committee's information and a brief description of what the committee does.

We contacted the committee chairs to explain what we were doing and asked them to host the table with us. The response was great. We were able to schedule the following committees/groups: Art Fair-Bill Reed, Mindfulness Meditation-Colleen Bliss, Garden Group- Marcia Walker, Young Adults-Lauren Clayson, Theater Group-Helen Stanhope, Endowment Fund-Hugo Rossi and Cathy Chambless, Refugee Committee-Andrea Globokar and Nancy Rasmuson, Highway Clean Up-Todd Seymour, Chancel Choir- Sonja EerNisse, Barbara Kreek and Becky Heal, Board of Trustees -Sue Geary and Teresa Dieringer, Celebration Sunday-Henry Whiteside, Dinner and Dialogue-Darlene Thayne and Women's Sacred Circle-Adrienne Splinter. We arranged for some committee chairs to be at the table in advance of their upcoming events so they could recruit for volunteers or generate interest. We represented the chair when they could not be at the table. The committee chairs were helpful and appreciative of our help.

We created a bulletin board to promote various committees and their chairs. Later we changed to photos of committees in action/at work to give visitors and congregants an idea of our programs.

People came to the table because: they were curious, we invited them over when we saw them standing alone during coffee hour, they were referred by the Welcome Table, they had a question about things they had read in the Order of Service or Torch or they wanted to say hello! We chatted with new people and gently offered up some activities that might interest them. If they expressed a desire to join a group we helped them sign up or introduced them to the committee chair. When that was not possible we followed up with emails to the chair and the individual within the week. This approach assured that a contact was made on both ends.

We debriefed after Sundays to evaluate how things were going. New ideas that emerged: expand Dinner and Dialogue to brunch and lunch, offer a Newcomers' Dinner and Dialogue, establish a small group ministry at a nearby assisted living, send thank yous to the committee chairs for their work and for hosting the table with us, better advertise a visiting Committee Chair, and better advertise how we

CONGREGATIONAL LIFE (CONTINUED)

can help committees. We are in the process of helping launch a new group for hiking, and reviving the Open Minds Book Group.

Long term goals: Revise and update committee descriptions in our resource book; learn more about unfamiliar programs; recruit reliable volunteers to work at the table when we are unavailable; organize and record our successes; communicate with committee chairs next year to remind them we can promote their committees activities/special events.

HOSPITALITY COMMITTEE

The Hospitality Committee endeavors to promote spiritual fulfillment and a safe and sacred space by welcoming and engaging attendees at Sunday services and congregational life activities. Our dedicated crew of regular volunteers contributes every Sunday and for special occasions making coffee, greeting and seating, welcoming newcomers, and staffing the Welcoming and Congregational Life Tables. The Hospitality Committee also supports the Minister's Information Meetings for new congregants once a month. We also work behind the scenes to connect people to committees and committees to each other.

As with so many key roles in our church community, Sunday greeting requires a constant search for volunteers. We look forward to a time when all service and event attendees consider themselves integral to the community and naturally reach out to warmly welcome newcomers, searchers, and those simply seeking shelter from the storm. In the meantime, we encourage Sunday attendees to directly participate in being an official greeter at least two times a year by sending us your availability in an email to welcome@slcuu.org. This has the dual benefits of increasing the richness of the community experience for participants while distributing the work-load equitably. Experienced leaders at each service help orient and guide new volunteers. Since we will continue scheduling greeters for Summer Forum, our committee needs your help year-round.

The Hospitality Committee also works with the Minister to facilitate a more integrated community life and deeper spiritual experience at First Unitarian Church. To accomplish this, we are exploring systems and tools that will provide better support for our church leaders, committee chairs, and volunteers. Our expenses to date have been investment in a heater for the front vestibule of the chapel to keep our greeters warm. We expect that in the near future our community will need to invest in a database to improve efficiencies and communication between committees, and between committees, volunteers, and congregants. Yet to be decided, but I suspect this expense would most likely be distributed between all church programs.

Thank you to Reverend Matthew Cockrum for his kind and expert guidance in helping us continue to develop our Hospitality Leadership Team. Thank you to our Hospitality Team Leaders Laurie Robinson (co-chair), Carol Romagosa, Nancy Howard, Marion Johnson, Randy Lessley, CJ Sadiq, and Andrea Globokar. And thank you to all who have participated in Greeting, Welcome Table, Coffee Service, Congregational Life Table, and the Minister's Information Meetings during this very vibrant church year.

Respectfully submitted,
Ed Dieringer, Hospitality Committee Co-Chair
Laurie Robinson, Hospitality Committee Co-Chair

SOCIAL JUSTICE REPORT

SOCIAL JUSTICE COUNCIL REPORT – 2016-2017

Submitted by Joan M. Gregory

The Social Justice Council (SJC), through its member committees, works within our communities to put into action the Unitarian Universalist principles to affirm and promote: the inherent worth and dignity of every person; justice, equality and compassion in human relations; the goal of world community with peace, liberty and justice for all; and respect for the interdependent web of all existence of which we are a part. SJC members recognize the common social and political forces that serve to sustain economic, racial, gender, and environmental injustices. SJC members seek change through education, advocacy, and collaboration with other groups; and through direct assistance, intervention, and action with or on behalf of individuals and groups who experience injustice.

The SJC is comprised of the leadership of the following committees: Anti-Racism Committee, Environmental Ministry, Issues and Action Group, and the Refugee Resettlement Committee. SJC also welcomes the participation of individual activists for social change.

SJC areas of focus this year have included: racial justice, immigration reform, reaffirming our role as a Sanctuary church, criminal justice reform, refugee advocacy and support, LGBT equality, climate justice, justice in the Middle East, serving meals for homeless teens, and gun violence prevention. The most recent addition to our social justice efforts is a partnership with Volunteers of America through which approximately 80 First Unitarian church volunteers serve meals for homeless teens.

In addition to the programs and activities of each of the SJC groups, the SJC supported the following activities and actions this year:

- **July 28** - Post General Assembly Potluck & Debrief - UUA Staff (and First Church Alum) Jennica Davis-Hockett reviewed happenings at June's General Assembly with a focus on social justice.
- **Oct 21** – *Budrus* (Film Screening and Discussion) - the true story of a father and daughter who together fight and inspire their village to stand up to the Israeli Army, known as the IDF. Co-Sponsored with Utahns for a Just Peace in the Holy Land.
- **Mar 11** - *The Settlers* (Film Screening and Discussion) - The first film of its kind to offer a comprehensive view of Jewish settlers in the occupied territories of the West Bank. An historical overview, a geopolitical study and an intimate look at the people at the core of the most daunting challenges facing Israel and the international community today. Co-Sponsored with Utahns for a Just Peace in the Holy Land.
- **May 4** - *Communication with those on the other side of the divide* – A discussion facilitated by Dr. Wazir Jefferson and Rev. Tom Goldsmith on communicating with people on the other side of the political divide.
- **Jun 1** – *Oriented* (Film Screening and Discussion) – This is the story of 3 gay Palestinians who move to Tel Aviv to explore their sexual identity. Co-Sponsored with Tanner Center for Human Rights and Utahns for a Just Peace in the Holy Land.
- **Jun 4** – SJC has secured a place for us in the 2017 Pride Parade. All are welcome! Wear your Standing on the Side of Love T-shirt.

The many activities of SJC committees are described elsewhere in this Annual Report.

ENVIRONMENTAL MINISTRY REPORT

Environmental Ministry Annual Report – 2017-2018

Submitted by Joan M. Gregory, Carolyn Erickson, Kathy Albury, Judy Lord, Michael Mielke, and Brittany Bellows

Last year broke every record for rising global temperatures. Especially concerning was that Utah's rate of increasing temperature was twice the national average. So, what now? Especially since the election of a President directing federal agencies to dismantle climate policies and regulations such as the Clean Power Plan, and all other government climate policies and plans. What must be done to prevent catastrophic disruption of life on Earth?

Environmental Ministry has continued to pull together the many threads of the First Unitarian Church community's, and the larger community's response to climate change, to environmental degradation, and to ecological injustice. The vision is unchanged: *to affirm, promote, and act in congruence with the Unitarian Seventh Principle: "respect for the interdependent web of all existence of which we are a part."* The focus of the work remains: *what can we do to prevent harm to the environment and build a safer and more sustainable future for humanity?* We respond to these challenges by sharing information, educating ourselves and the community, and taking action individually and collectively to keep fossil fuels in the ground – "Keep It in the Ground."

Acknowledging that we are at a crossroads, where climate change, public health and environmental justice converge, Environmental Ministry has been a pioneer in bringing together a multitude of community organizations. It is clear in hindsight, that seeds of climate justice collaborative action were planted on Aug 21, 2015, when we gathered in Eliot Hall for *Seeking Climate Justice*, an exploration of climate justice sponsored by Environmental Ministry and the Anti-Racism Committee of the church's Social Justice Council. This gathering and potluck brought together 32 leaders and coordinators of 22 Salt Lake area environmental and social justice groups/organizations with the goal of fostering communication focused on climate justice among all our groups. By gathering together and engaging in dialogue about climate justice we opened up a space for communication and collaboration to foster/catalyze new pathways of working and organizing for climate justice in the Salt Lake area.

In our programming, information sharing, educational programs, and action this year, Environmental Ministry has collaborated with many organizations, the following are just a few: Association for the Tree of Life, Citizens Climate Lobby, Elders Rising, HEAL Utah, PANDOS (Peaceful Advocates for Native Dialogue & Organizing Support), Showing Up for Racial Justice (SURJ), Southern Utah Wilderness Alliance, Tavaputs Action Council, Utah Diné Bikéyah, Utah League of Native American Voters, Utah Physicians for a Healthy Environment, Utah Tar Sands Resistance, Utah Interfaith Power and Light, and Wasatch Rising Tide.

WALKING OUR TALK

Swap: Environmental Ministry sponsored one swap this year on Nov 5, 2016, at San Esteban Episcopal Church, our sister church in West Valley City. Items were donated from both congregations and their surrounding neighborhoods, and Environmental Ministry collaborated with members of the San Esteban community to publicize and run the swap. Members, friends, and neighbors of both churches as well as participants in the greater environmental community were invited to bring what they no longer needed and take what they needed. No money changed hands.

Recycling: As in the past, the church continues to recycle paper, cardboard, and plastic once a week. Mark Molen, Carole Straughn, and Judy Lord have been emptying Sunday coffee grounds

ENVIRONMENTAL MINISTRY REPORT (CONTINUED)

into the compost bin. Two volunteer families continue to pick up and deliver batteries and CFLs to the hazardous waste facilities for proper disposal and/or recycling. Environmental Ministry continues to coordinate recycling for the annual church picnic. More volunteers from the congregation are needed to help with these recycling efforts.

Jim French continues to recycle hard to recycle items via TerraCycle: toothbrushes and packaging from any brand of tooth care products; the plastic bags from ready-to-eat cereals; hair care, skin care and cosmetics packaging and containers; and the mylar wrappers from energy bars. Most of these items are not recyclable through our municipal waste recycling programs and each item is worth 2¢ to First Unitarian Church. We also collect the electronics recycling for a youth fundraising project.

Tabling: Almost every Sunday of the church year, volunteers staff the Environmental Ministry table highlighting environmentally related information, activities and actions both within the church and in the larger community, as well as environmental books and newspaper articles. Efforts highlighted this year have included: the Dakota Access Pipeline and the vigil at Standing Rock, North Dakota, carbon fee and dividend, gardening, developments at the PR Springs tar sands mine site, climate justice, climate change developments, and divestment of funds from the huge banks that invest in carbon fuel projects.

Reusable Place Settings: Environmental Ministry has contributed to church events over the years, including this year, by gradually enhancing our collection of reusable bowls, salad plates, utensils and napkins to support our Winter Solstice dinner for over 150. As a result, these place settings are available throughout the year for use by other groups within the church for their gatherings and celebrations and were used this year at the Board's gatherings of church leadership, the church picnic, Environmental Ministry events, Solstice, and other functions. Thank you for reusing these resources and for reducing waste and consumption!

Garden: In 2016, 11 of 11 plots had gardeners. Two failed to plant their plots, or coordinate with us for alternatives until well into the hot part of the season, so those plots were dormant last year. Over the last year, several improvements to the garden were made. Using a micro grant we obtained for the 2016 season we built a 12th plot with the idea that plot would be a true community garden plot, with the harvest being donated to Friendship Manor and the Food Bank. Many improvements were made to the water systems and great strides were also made in cleaning up leftover debris and making the garden area more attractive. The old, now defunct rain barrel system was removed, along with several piles of other general trash. Weed fabric was laid in some of the more problem walk ways with the idea that bark mulch will be bought this season to place over the weed fabric and improve the walk ways further. For the 2017 season, garden co-facilitators are Brittany Bellows and Marcia Walker. We are hoping to increase gardener involvement this year as we have really struggled with getting people to attend work days. All work days for the year have been laid out in advance so that people can mark their calendars. Participation in work days is required for gardeners to continue to garden. A couple of gardeners were not invited back this year because they failed to show up for any work days. This year, the garden is again a member of the Wasatch Community Garden network, enabling members of the garden to take free classes/workshops and to receive available plants and supplies.

Pride Parade: Environmental Ministry's banner, created by Art Lee, was proudly carried in the 2016 Pride Parade displaying our support of LGBTQIA rights and justice. Environmental Ministry will walk once again in the 2017 Pride Parade.

ENVIRONMENTAL MINISTRY REPORT (CONTINUED)

Divestment: Our divestment experience came in handy as we collaborated with others in supporting the #NO DAPL Divestment effort to divest from banks that support the Dakota Access Pipeline and other pipelines. As a member of the Endowment Committee, Mark Molen continued to monitor our endowment portfolio putting into place mechanisms to stop fossil fuel investments from sliding back into the mix.

Walking Our Talk efforts are coordinated by Judy Lord and are made possible only through the efforts of many volunteers including Kathy Albury, Jim French, Mark and Pamela Molen, Richard Anderton, Sue and David Click, Gertrud and Paul Carpenter, the Harty Family, Rick and Joan Gregory, Carole Straughn, Brittany Bellows, and Marcia Walker.

WORSHIP – ADULTS AND CHILDREN

It is rare to find a Sunday where our deep connection to the Earth and our profound responsibility to actively work for climate justice are not part of the sermon, the readings and/or the message.

On Apr 29, 2017, Environmental Ministry presented the annual Earth Day service, built on the theme "Sacred Activism." Michael Mielke opened and closed the service; Judy Lord read a brief piece from Clarissa Pinkola Estes; Matthew Cockrum delivered the sermon highlighting the essential connection between spirituality and activism, and Joan Gregory presented the call to action. The two hymns were *Blue Boat Home*, and *I'm Gonna Walk It with You*. Art Lee sang an original song about continuity and change and doing our part. Environmental Ministry owes a debt of gratitude to David Owens for his help with the music. The service received a very positive response from the congregation.

Our after-Earth Day service with the elementary children was on Sun, Apr 30, the day after the People's Climate March, which Environmental Ministry had heavily promoted among our 1st UU members and friends. Several children had participated with their families and were eager to share their experiences while enjoying pictures from the march. A collection of signs from the march was on display and the children enthusiastically added their original signs, which they carried on their mini-march through the building and outside, inviting other classes to join along the way. The morning ended with a rousing march through the main sanctuary immediately following the closing of the service. We so appreciate the enthusiastic support of the congregation as they cheered our children on and the support and assistance provided by Julie Miller, Director, and Lissa Lander, Assistant, Religious Education.

EDUCATIONAL EFFORTS

Environmental Justice

Educating ourselves and our community about environmental justice continued with these programs:

In collaboration with the Pocatello, ID Unitarian Universalist Fellowship, members of Environmental Ministry presented the *Roots of Injustice, Seeds of Change: Toward Right Relationship with Native Peoples* workshop developed by Paula Palmer, Boulder Friends Meeting (Quakers), Boulder, CO at The Human Science Institute Conference held at the University of Utah Guest House on Sept 8, 2016. The focus of this workshop is to raise awareness about the historical and ongoing injustices committed against Native Peoples, and to seek ways of building right relationship with them in accord with the UN Declaration on the Rights of Indigenous Peoples.

Environmental Ministry hosted a forum: *Candidates for UT Governor – Environmental Issues Forum* on Sept 16, 2016 at First Unitarian Church to hear the candidates speak on environmental issues. All

ENVIRONMENTAL MINISTRY REPORT (CONTINUED)

gubernatorial candidates were invited. Candidate Mike Weinholtz, Democrat, and Candidate Brian E. Kamerath, Libertarian, participated. Nick Burns from KRCL moderated the panel.

On Jan 20, 2017, Zach Frankel from the Utah Rivers Council presented a program: *Bear River & Great Salt Lake Threatened!* on a plan proposed by the Legislature to divert water from the Bear River to the Wasatch front (at a cost of 2.5 billion dollars). The Bear River is the Great Salt Lake's single largest source of water each year (while the Lake is already threatened by climate change).

Defending the Sacred was the theme of our Mar 17, 2017 program. What does it mean to "defend the sacred"? What does it mean for Indigenous Peoples? What does it mean for each of us? Members of PANDOS (Peaceful Advocates for Native Dialogue & Organizing Support) and the Utah League of Native American Voters joined us as we watched several short films about Standing Rock and our speakers shared their experiences in defending the sacred.

Effective Action in a Trump Administration!

Following the election, it was clear that a change in course would be required. In collaboration with the Association for the Tree of Life (ATL), Environmental Ministry hosted a series of films and discussions focused on Effective Action in a Trump Administration! This series included the following: *Before the Flood* - a documentary film that looks at how climate change affects our environment and what society can do to respond [<http://bit.ly/2gdi9s2>] (Dec 2); *The Valve Turner's Shut It Down Climate Action Video Conversation with Kathleen Dean Moore* [<http://bit.ly/2pAOTlq>] - the direct action of these five activists halted the flow of tar sands oil by shutting off valves of five pipelines [<http://bit.ly/2qly52Q>] (Jan 6); and *The Breath of Life* - a film about the challenges humanity faces in terms of climate change - quoting from the film: "We are wired for the here and now. Turns out, humans don't think long term in regards to the future, and we are destroying the environment for generations to come. What will we leave them? Let's increase our own awareness. Let's act responsibly for future generations. Let's turn this thing around." [<http://bit.ly/1y9pfo7>] (Feb 21).

These films are either available on-line, or may be borrowed from Environmental Ministry. Since that first quarter of Trump's post-election, we have loaned or distributed these films to schools and individuals to use, based on collaboration with Utah Interfaith Power and Light which obtained permission to show and distribute the films widely. Notably, several hundred students and friends attended a Utah Interfaith Power and Light sponsored showing of *Before the Flood* in December as part of that loan/distribution agreement with film producers.

Action Training

Environmental Ministry and the Anti-Racism Committee announced and sponsored training efforts to educate members on their First Amendment rights and on taking direct action. We announced and invited the community to participate in the *Protest 101 - Know Your First Amendment Rights* training (Jan 15) sponsored by the ACLU of Utah and Our Utah and presented by the Pioneer Justice Center. Two trainings were held at First Unitarian Church, co-sponsored by Environmental Ministry and the Anti-Racism Committee: *Know Your Rights Workshop* (Mar 3) presented by the Pioneer Justice Center and *Direct Action Workshop* (Apr 7) presented by Wasatch Rising Tide.

VIGILANCE AND ACTION

Environmental Ministry promoted the tracking of legislation impacting the environment, especially the climate, and Indigenous People's rights, at state and federal levels. Many a petition was signed and many a phone call or email was placed and many a poster or banner held up by UU's at the Capitol, at marches and rallies, and at Town Hall meetings. Many attended the January Clean Air

ENVIRONMENTAL MINISTRY REPORT (CONTINUED)

Rally and the Clean Air Fair. Environmental Ministry co-sponsored the Utah People's Climate March and was well represented at the Woman's March, the March for Refugees, the Trump Taxes March, and the March for Science.

On Nov 4, 2016, Environmental Ministry hosted *Supporting Standing Rock*, a fundraiser and workshop co-sponsored by the Beehive Design Collective and Peaceful Uprising. Funds were collected to support the water protectors at Standing Rock with people, firewood, meat, clothing and other supplies. In addition, members of the congregation have or are working on divesting from financial institutions funding the Dakota Access Pipeline. We attended rallies calling out financial institutions bankrolling destructive fossil fuel development, protested the Trump administration's efforts to move forward with the construction of the Dakota Access Pipeline, and have stood in solidarity and support of resolutions in support of the Standing Rock water protectors. Despite these actions, the Dakota Access Pipeline has been built and now oil flows through it. But the spirit of Standing Rock has traveled all over the world, inspiring and empowering us all to defend the sacred, defend the water, air, and soil that support us on the only planet we have.

Liam LaMalfa, a student in the church's Religious Education program, and some of his fellow students at Uintah Elementary School presented a petition requesting that the Salt Lake City Council ban plastic bags from retail stores in SLC. Though the petition doesn't yet have the force of law, the Council accepted the petition indicating that they were very interested in looking into taking action on reducing plastic bag waste in Salt Lake City. Environmental Ministry assisted Liam in his signature collecting effort and was there to support him when he presented his petition to the Council.

In collaboration with Elders Rising, Environmental Ministry actively supported the Student Resolution on the Climate which was marched to the Governor's Mansion as part of the Utah People's Climate March (Apr 29). Elders Rising and Environmental Ministry gathered hundreds of signatures on a petition supporting this resolution which the students intend to reintroduce to the Utah State Legislature in 2018.

Environmental Ministry members have continued to be informed and to take action to resist the further (unnecessary and harmful) development of fossil fuels by speaking out, attending hearings and land lease auctions, and protesting. BLM land lease auctions went online this year, making it much more difficult for the public to engage. Environmental Ministry members continue to work with allies in an attempt to stop tar sands mining at PR Springs on the Tavaputs Plateau in eastern UT. Although US Oil Sands ceased operations due to financial difficulties in early 2016, by summer they were at it again. Tavaputs Action Council staged an Action Camp, Summer 2016, followed by a non-violent seed planting/restoration action on the freshly cleared land resulting in multiple arrests, charges eventually dismissed. Early scouting reports this spring report continued activity at the mine with promises of commercial production by the end of the year. In spite of this oft-repeated promise, they have yet to produce any oil by their yet-to-be proven new extraction method using citrus-based solvent. Alas, even in the absence of any production, they continue to clear and grade ever-widening swaths of Utah-owned SITLA (State and Institutional Trust Lands Administration) property, creating a growing scar in the wilderness along Seep Ridge Road and threatening the Green River below.

Promotion of the creation of Bears Ears Monument by the Interior Department under the Obama Administration was strongly supported by Environmental Ministry and many members of the congregation. President Obama designated Bears Ears National Monument on Dec 28, 2016. However, the monument is now under severe threat from the Trump Administration, members

continue to demonstrate their support of the monument designation and the Bears Ears Intertribal Coalition which proposed it. On Apr 26, 2017, President Trump signed an executive order directing Interior Secretary Ryan Zinke to review Bears Ears National Monument within 45 days, and to make a recommendation on all other monuments going back to the designation of Grand Staircase-Escalante in 1996. The White House advisory on the executive order specifically calls out Bears Ears and Grand Staircase Escalante as “two examples of modern abuses of the Antiquities Act.” We will continue to Stand Strong with Bears Ears.

ANTI-RACISM COMMITTEE

ANTI-RACISM COMMITTEE REPORT - 2016-2017

Submitted by Joan M. Gregory

The purpose of the Anti-Racism Committee is to abolish racism in ourselves, our church, and our community. The Anti-Racism Committee was formed and chartered in the 2015-2016 church year with nearly 100 church members expressing interest and 40 ready to actively engage. The church put up a Black Lives Matter banner between the trees on 1300 East to display its support of the movement. The first year was full of opportunities for learning, welcoming, and taking action.

The presidential campaign and then actual election of the 45th President of the United States appeared to white people to open the floodgates of white supremacy and racism, but the harsh reality is that oppression was rampant and deeply impacting the lives of people we know, work with, live with and care about every day for their entire lives. This was true before the events of 2016, but was outside the visibility of so many white people. 2016-2017 has been a time of rude awakening for white America and a window into the harsh realities of being a person of color, especially a black person, in America from the start.

During 2016-2017, participants in Anti-Racism Committee program planning have included: Rev. Harold Straughn, Catherine Parnell, Joanna Straughn, Joan Gregory, Victoria Sethunya, Rev. Matthew Cockrum, and Summer Smith. The ARC planning group met as needed during the fall, but illness impacted the planning group in the winter and spring. Activities and educational opportunities that ARC planned or encouraged members to participate in were of three types: ARC hosted events, ARC co-sponsored events, and actions/rallies/marches in support of racial justice. The ARC Facebook Group (UU ARC): <https://www.facebook.com/groups/uuarc/> and email list: slcuu-arc-announce@googlegroups.com have been our primary forms of communication. Harold, Summer, and Victoria kept us posted via Facebook, and Joan via email.

ARC-Hosted Events

Summer Forum 2016

- **July 3:** *How White Liberals Can Help Each Other Deal with Their Racial Privilege* Local leaders of the national organization SHOWING UP FOR RACIAL JUSTICE (SURJ) described their mission to help white liberals discover how best to support racial justice. **Video:** <http://bit.ly/2quchhY>
- **July 10:** *Showcasing African and African-American Performing Arts* Performers from the 365 Poetry Group presented poetry, singing, and instruments from among their more than 900 local members. **Video:** <http://bit.ly/2qnycYD>
- **July 17:** *Reversing the Tragic School-to-Prison Laws* Panelists from the PEOPLE NOT PRISONS Movement (Anna Brower, Jean Hill, and Andrew Riggle) reported on their current efforts. **Video:** <http://bit.ly/2qjHlyR>

ANTI-RACISM COMMITTEE (CONTINUED)

Fall 2016 - *White Privilege, White Shame, Black Pain* was an 8-week course, developed and taught by Catherine Parnell, that helped us understand race as an emotional experience that has been perpetuated by historical and contemporary attempts to consolidate rather than share power. As a group we aimed to reveal the ways in which racism harms both people of color and white people, and we strived to imagine the ways in which white people can dismantle these racial barriers by looking inwardly at our privilege and personal experience, and outwardly at our relationships and institutions. The class met at the church on Thursdays evenings from Sept 29th-Nov 17th. We read and discussed two books: *Learning to be White* and *The New Jim Crow*.

ARC Co-Sponsored Events

ARC co-sponsored numerous events with Environmental Ministry this year. Those are identified in the Environmental Ministry report. ARC collaborated this year with local partners including Showing Up for Racial Justice (SURJ) and 365 Poetry.

Actions/Rallies/Marches in Support of Racial Justice

The following events are a sampling of events that were announced via the ARC Facebook page and email list and were supported via participation by ARC members:

- **Jan 16 – Martin Luther King Day Rally and March** – We rallied at East High School, and then marched from East High past First Unitarian to Kingsbury Hall at the University of Utah. Adults and families joined the high school youth who were attending a civil rights/racial justice workshop at First Unitarian that weekend. The First Unitarian Church Black Lives Matter banner was damaged during a particularly heavy snowstorm and is in need of repair. The banner was carried at the Martin Luther King Day Rally and March.
- **Jan 26 - STANDING ROCK AGAINST TRUMP RALLY** - The Utah League of Native American Voters organized this rally to protest President Trump's memorandum to move forward with the construction of the Dakota Access Pipeline through the Standing Rock Unceded Territory.
- **Feb 4 - UTAH MARCH FOR REFUGEES** – ARC members participated in this march to show support for international refugees and to protest President Trump's executive order on immigration!

ARC continues to keep informed about resources and programs available through the Unitarian Universalist Association (e.g., <https://www.uua.org/multiculturalism>) to support and complement our educational and action-focused efforts.

REFUGEE RESETTLEMENT COMMITTEE

The purpose of the RRC is to facilitate the resettlement of refugees in the Salt Lake City valley (SLC) and to make arriving families feel welcome in their new home, new culture and new language. The RRC has two objectives: (1) to assist the International Rescue Committee (IRC) in resettling refugees in SLC by collecting donations of new and gently used household goods and delivering appropriate items to arriving refugee families; and (2) to keep First Unitarian Church of SLC (First Church) members and friends informed about and involved in refugee resettlement. RRC volunteers are guided by the first UU principle, to affirm and promote the inherent worth and dignity of every person.

The IRC is a nonsectarian, nongovernmental international relief and development organization based in the United States (US) and founded in 1933 at the suggestion of Albert Einstein. IRC works worldwide, responding to crises, running refugee camps and resettling refugees, including programs in 16 US cities. IRC sponsored refugees arriving in SLC have fled their home country and cannot return because of well founded fear of persecution based on religion, race, nationality, political opinion or membership in a particular social group. IRC refugees have registered with the UN High Commission on Refugees, been through a ten step US admissions process for resettlement by US State Department and been cleared by US Citizenship and Immigration Services. Each refugee receives medical screening and security screening before being referred to a US resettlement agency such as in SLC the IRC or Catholic Community Services. Volunteer opportunities with the SLC IRC (Rescue.org/SLC) include: ESL tutoring; family mentor; employment mentor; front desk support; financial education volunteer; event volunteer; office support; youth-in-home tutor; health mentor; Spice Kitchen Incubator mentor; and support of group activity, e.g. the goat project, GenR, etc. RRC volunteers and other First Church members, many former RRC members, are active in supporting many IRC activities.

From May 2016 through April 27, 2017, RRC volunteers picked up more than 133 donations, more than 183 truck and trailer loads, from First Church members and other donors in the SLC area. Needs of 252 refugees in 40 families, including many children, were served as RRC teams delivered 120 truck and trailer loads of household goods and set up homes for families from Afghanistan, Bhutan, Burma, Burundi, Central African Republic, Democratic Republic of Congo, Eritrea, Ethiopia, Iraq, Nepal, Somalia, South Sudan and Syria. RRC volunteers donated more than 450 hours and drove more than 5500 miles to pick up donations and donated more than 500 hours and drove more than 4800 miles to deliver donations and set up housing. Fifty-two First Church members currently volunteer for RRC activity, nine are new this year, and two, Ron Anderson and Andrea Globokar, have been active for twenty years.

The IRC regularly expresses appreciation for the help of First Church volunteers, activity that has been ongoing for over 20 years. The Trump administration has reduced, but not stopped the flow of refugees to SLC, while the RRC continues to support IRC services to incoming and existing refugee families and is exploring ways to expand volunteer activity.

Respectfully submitted by, Joe DuBray, RRC Coordinator, and RRC Team Leaders Ron Anderson, Andrea Globokar, Nancy Rasmuson, Johanna Whiteman, Jim Wilcox, Richard Anderton and Bonnie Baty.

WOMEN'S SACRED CIRCLE

The Women's Sacred Circle was set up around 5 years ago. There are several activities we enjoy throughout the year. We meet in the Haven at First Unitarian Church on the 2nd Tuesday of each month to explore our spiritual journeys. We also meet each month on the full moon at members' homes. In addition, twice a year we schedule retreats to Southern Utah to recreate our souls.

WSC's Second Tuesday Meetings:

At this year's planning meeting in September, we decided the direction our group will take for the 2016-2017 season. Using as our theme 'HerStory', we focused on developing curriculum around women's stories that inform us about the Divine Feminine, ourselves, and the world. We took stories from myths, legends, and historical female figures from various cultures; and learned how to live our core values, and become the change agents of our time.

The presenter of the month decided on the woman's story she wanted to present. Then, she developed a presentation of how this story has informed her spiritual growth. Notice of the topic and background information was emailed to the group prior to the meeting. Using the structure of our meetings, she presented the story to the group. Journaling is strongly encouraged throughout the year, so some type of record keeping mechanism (journal notebooks are handy) is brought to all meetings...

Full Moon Circles

Using the format of our WSC meetings Full Moon Circles are held in member's homes. This year we studied herbs and plants; their healing properties, culinary aspects, or how to create gardens of nutrition and delight. This was at the discretion of the presenter for that month. For example, C Black showed us how she set up her garden using earth friendly strategies. She provides most of her food for her family of 6 from her garden throughout the year.

Community Outreach

Due to the current political climate, the members of WSC decided to get involved with Women's Organizations in the state of Utah and nationally. Several members have joined utahwomneunite.org and were involved in the rally to the Utah State Capitol on January 23rd 2017.

In addition, in honor of "A Day Without a Woman" to commemorate International Women's Day, we organized a gathering (letter writing, 'honk and wave', and showing live feeds of the rally at the Capitol) at the church on March 8th 2017.

As a further extension of our activities, we created feminine hygiene bags for the agencies helping women in need. With the donations from several members and friends, we collected the needed items and distributed them. Recipients included: The Road Home; Salt Lake County Housing Authority (Women and Children Transitional Housing); YWCA (Women's Crisis Shelter); Christmas Box House; and The Inn Between (Hospice House for Terminally Ill Homeless).

Future Directions

Women's Circles are becoming more and more prevalent throughout our country and the world. We are developing an idea of creating a documentary about our group and others that have been created to honor the Divine Feminine, and usher in a more balanced world. If you have any interest or thoughts on this, please give us your input.

For more information feel free to contact: Adrienne Splinter at adriennefs2@gmail.com; Christine Ashworth at cashworth1313@gmail.com; Carol Romagosa at cjromagosa@gmail.com; or Donnie Davis at pdj7@aol.com

SMALL GROUP MINISTRY

The Small Group Ministry (SGM) program at First Unitarian Church is integral to the five objectives outlined in the Strategic Plan: Communication, Financial, Congregational Life, Growth and Integration. Drawing from the Unitarian Universalist Association website "Small Group Ministry is a vital part of many Unitarian Universalist (UU) congregations. Groups of 10-12 people meet regularly, usually monthly, to reflect on and discuss significant life topics. Small groups are great places to get to know other people and to get to know yourself. Over time, participants build deep connections with one another, with the congregation and with the sacred. Whether the topic is 'good and evil', 'mindful living' or 'letting go,' the conversation is respectful and caring and leads to greater understanding. In each session, facilitated by a member of the congregation, all participants have opportunity to share their perspectives, tell their stories, and listen deeply. The time together is structured: Groups begin and end with centered readings and often include a time of silence before the sharing begins. Many small groups engage in annual service projects, putting their faith in action. Most Small Group Ministries have an 'open enrollment' time once or twice a year, and request a commitment of one year or more"

SGM at First Unitarian Church touches on each of the five objectives in the Strategic plan: it is a time and place for members to communicate; be motivated to contribute more financially to the Church; increase their spiritual, theological and social development; continue to grow First Church as friends of SGM participants learn of the great discussions; and further integrate First Church as those of different cultures, generations and theological perspectives share and learn together.

During the 2016/17 Church year, Derek Gersdorf was the lead facilitator. Sandi Greene continued to serve as the registrar and John Rasmussen wrote the discussion guides each month based upon Rev. Tom Goldsmith's sermons and integrating the 7 UU principles. Thank you both for your excellent service. We had ten small groups and the facilitators were: Derek Gersdorf, Shirley Ray, Don Walton/Colleen Bliss, Erin Phinney-Johnson (the children care group), Catherine Grosclow, Darlene Thayne/Gary Widdison (Bountiful/Northern group), Vickie Steffey, Sheena Kauppila/Elise Morris, Sue Geary/Michele Page and Carrie Black. Thank you all for making SGM a success this year. We had 106 register on the Church website this year. The discussions were based upon Rev. Tom Goldsmith's sermons and the eight topics/titles were: The Obligation of Membership, Self-Culture, Meeting the Future in 48 Hours, The Death of Expertise, Luck and the Myth of Meritocracy, The Gift of Wonder, The Poor Will Always Be With You, and Is Empathy a Choice.

The major goal for this year was to maintain a solid foundation through the leadership transition. The goals for next year are to 1. Increase the number of those registering through better advertising, 2. Increase regular participation from those who register, 3. Continue to tie the discussions to the UU Church but increase the female voices/topics, 4. Coordinate better with the Welcome Committee

-submitted by Derek Gersdorf

COFFEE HOUR

We, the dedicated baristas of the First Unitarian church, brewed 10 to 12 pots of coffee for our fellow congregants every Sunday this year. We also volunteered our services for special events and meetings. We were pleased to welcome a few new baristas to our group but would be happy to have more people join us in the kitchen. Jack Avery has graciously volunteered to take over the supply duties from Greg and me. We will miss the fun people at Rimini Coffee but won't mind giving up all those trips to Costco. Thank you Jack. Pauline Higgins and Jim Rossetto will continue to manage the scheduling and training. I will stay on as the nominal chair until someone volunteers to be the coffee boss; surely there is someone out there who would like to pad his/her resume! Thank you: Henry Whiteside, Joe Herring, Gene Malhako, Susan Mumford, Tom Oesleby, Gwen Trefts, Nancy Howard, Jack Avery, Marcia Reese, Connie Wilkerson, Bonnie Baty, Catherine Groseclose, Janice Rinsky, Jim Coffey, Coral Coffey, Linda Waters, Dylan Zwick, Dennison Dolato, Jana Brody, Pauline Higgins, Jim Rossetto, Greg Johnson, Carlos Espinosa -Sanchez and Melanie Steiner.

-submitted by Marion Johnson

FAMILY FUN NIGHT

Family Fun Night had another very successful year! This year families met 10 times, with an average attendance of 62 people, or 17 families. Of the families that participated, we had an overall average Sunday attendance rate of 71%. This year, we also had the good fortune to host Robert Fulghum on October 3, 2016. On that night we had over 108 people attend! During this church year, we have learned about current RE offerings across the lifespan, participated in a clothing drive for the VOA, learned about our UU history in the Salt Lake Valley, played Minute to Win It Games, and discussed the role of mindfulness in our children's lives. We have again been supported by our volunteers who make, set up, and clean up dinner each month. Family Fun Night is also generously supported by our RE staff, Julie Miller and Lissa Lander.

-submitted by Amanda Esko

UU MINDFULNESS MEDITATION

UU Meditation continues for a second year at First Unitarian Church with increasing number of participants. All are welcome. We meet in the Parlor, to share guided mediation and discuss how to practice mindfulness in our daily life.

We gather Sundays after the first service for about 40 minutes. Additionally, meditation meets the 2nd Thursday at 3:15 pm, at the home of Polly Nevins.

A Religious Education course will be taught in the fall to introduce Mindfulness for those you would like to learn more about the benefits of meditation.

Through the generosity of a church member we have created a "sacred space" in the parlor for contemplation and quiet sitting.

There is the possibility that a 2 day silent retreat will be offered at the First Church auction.

-submitted by Shirley Ray

DINNER AND DIALOGUE

I am the only committee member doing specifically Dinner and Dialogue, but we have had tremendous response from people in our congregation who have hosted and attended dinners this years. Counting the three dinners that are in the works for May, we will have had a total of 16 Dinners and Dialogue this year which each involved from 6 to 14 people. This includes the months of October through May. Our emphasis last year was the idea of sharing our stories. Our emphasis this year has been to target newcomers to our congregation, and I believe that many new people have felt welcomed and a part of our congregation through this outreach.

We are considering continuing this program through the summer this year, because we have had several requests to that effect, so we'll see how it goes!

-submitted by Darlene Thayne

ART FAIR

This year was an outstanding year for performances and art. This family-friendly fun fund raiser is held every year to provide all members and friends of the church an opportunity to show off their hidden and not so hidden creative talents. This year 27 artists participated as well as the Children RE program and a used book table by the Choir.

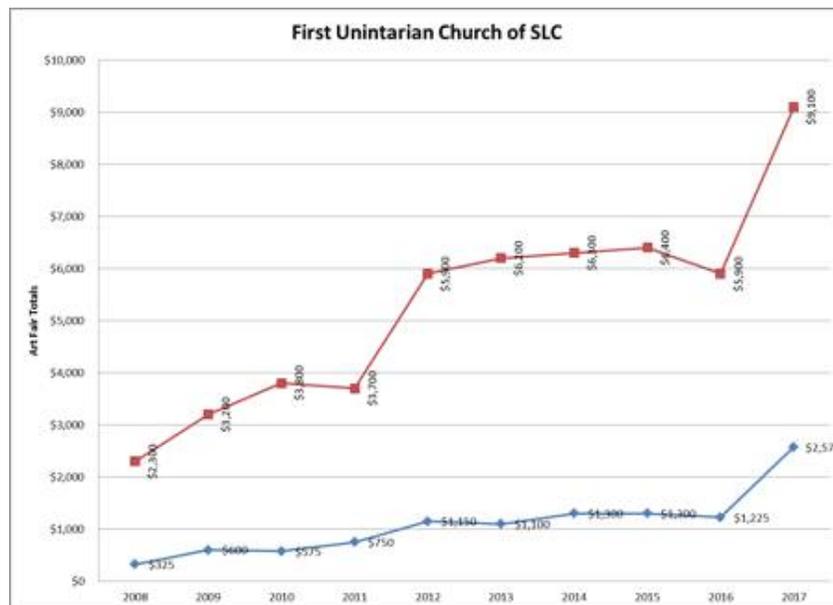
From meager new beginnings in 2008 we have strived to make the Church Art Fair a premier fun fund raising event. As the graph shows we have reached a new level of excellence that would have not been possible without the commitment of the Art Fair Committee, especially Marcia Scott Walker for entertainment, Jim Turner for accounting and cashier, Diane Johnson for cashier, Cheryl Johnson for refreshments, and Bill Reed for visual arts. Others included Mary Pusey, Randy Laub, Carlos J Espinosa, Sonia Hult, CJ Sadiq, Nancy Howard, Lissa Lander, Suzanne Tronier, and Kristen Elder, who all committed time and energy. Bottom line is that we made \$2,575 for the church and had a great free event for all who attended.

The fair was held from 5:00 – 10:00 pm on Saturday April 22nd with live performances by

- 5:15 - 5:35 pm - Java Jive - Jazz Vocal Ensemble, Little Chapel
- 6:00 - 6:30 pm - Quattro Amici - Italian Madrigal Quartet, Little Chapel
- 7:00 - 8:00 pm - Aerial Arts of Utah - High Flying Acts of Strength and Grace, Plaza
- 8:30 - 9:30 pm - Tablado - Flamenco Guitar, Dance and Song (ending with audience dance participation), Little Chapel

The fair continued on Sunday April 23rd with sales between services and after last service. Indeed 62% of the sales occurred on Sunday.

Submitted by
 Bill Reed, Visual Arts
 Marcia Scott Walker, Performance Arts
 Jim Turner, Financial Arts



SUMMER CAMPOUT

The camping trip is attended by approximately 80 to 140 people depending on campsite. It is a community building activity where attendees of both services and their families can take time to get to know each other away from the church. For many attendees it is a family church tradition. The event covers 3 nights and 4 days on average. Family friendly activities take place every day and there is a huge pot luck that is often also attended by people who drive up just for the day (another 10 people or so).

This summer we will be camping at **Pine Valley North Group Site C** located up Mirror Lake Highway. The site holds 140 people (number of vehicles 25). Cost is \$30 per car for

Arrival Date: Fri Jul 21 2017

Check-in Time: 2:00 PM

Departure Date: Mon Jul 24 2017

Check-out Time: 1:00 PM

Overview

Pine Valley North Wasatch Cache Group Campground is located on the beautiful Mirror Lake Scenic Byway in the Uinta Mountains of northeastern Utah. The Uintas are known for their abundant recreational opportunities and scenic beauty.

Natural Features:

The campground is situated among shady pines and aspens at an elevation of 7,400 feet. The dense stands of trees provide nice shade.

Recreation:

The Lower Provo River is nearby, offering good trout fishing. Numerous hiking, biking and horseback riding trails crisscross this beautiful mountain area, including North Fork and Shingle Creek Trails. Off-road vehicle trails are in the vicinity.

Facilities:

The campground contains three group sites with picnic and serving tables, grills, campfire circles and large paved parking areas. Vault toilets, and trash collection are provided. We are in Site C.

Nearby Attractions:

Mirror Lake Scenic Byway parallels the Lower Provo River as it snakes across a portion of the Uinta Mountains, leading to numerous high alpine lakes and streams, countless trails, breathtaking scenic viewpoints. Fishing, canoeing, hiking, backpacking, horseback riding and biking are popular activities. The High Uintas Wilderness can be accessed from several trails along the byway.

-submitted by Bill Reed