

2016 ANNUAL REPORT

First Unitarian Church of Salt Lake City



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



Annual Report 2015-2016

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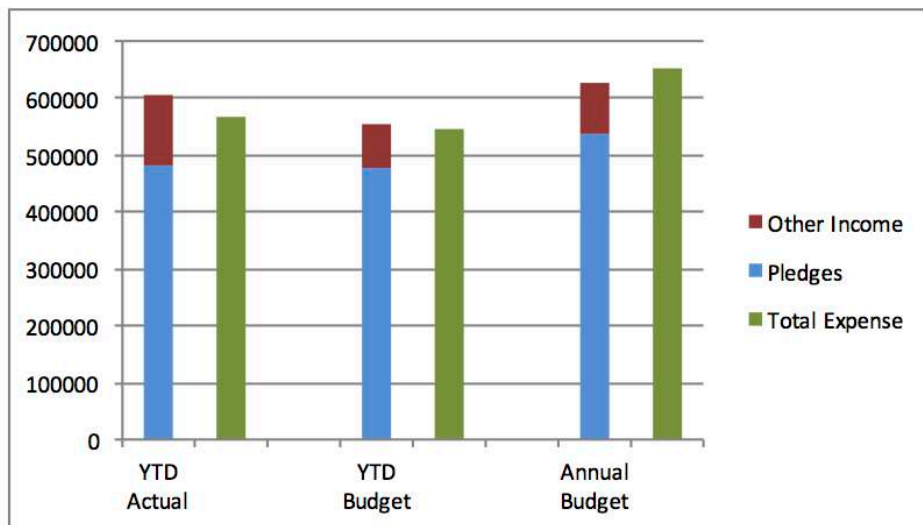
First Unitarian Church Annual Meeting Agenda May 15, 2016

- Call meeting to order
- Review of governance process
- Strategic Plan focus
- Election of new Nominating Committee members
- Election of new Board of Trustees members
- Operations Report
 - Ministry
 - Programs
 - Financials
- Approve 2016-17 church year budget
- Closing

FINANCIAL REPORT

Financial Report

	YTD Actual	YTD Budget	YTD	Annual Budget
Pledges	\$481,492	\$475,417	101%	\$536,479
Other Income	\$125,353	\$80,576	156%	\$89,138
Total	\$606,845	\$555,993	109%	\$625,617
<hr/>				
Total Expense	\$565,496	\$544,314	104%	\$650,493
Net	\$41,349	\$11,679		-\$24,876



Financial Notes for APRIL 2016

	Apr Actual	Apr Budget	Month
Pledges	\$21,794	\$36,970	59%
Other Income	\$6,672	\$11,551	58%
Total	\$28,466	\$48,521	59%
<hr/>			
Total Expense	\$46,685	\$55,312	84%
Net	-\$18,219	-\$6,791	

Certified Members (individuals) as of Feb 2016 = 326
Pledging Members (households) as of April 30, 2016 = 144 Friends (households) as of April, 30, 2016 = 68

PROPOSED BUDGET

2016-17 Budget Proposal

Income	15-16	16-17	% Change	Notes
Pledges	\$516,479	\$492,500	-5%	Pledge projection: \$500k discounted by 3%
Other Collections	\$47,700	\$54,000	13%	Increase based on YTD actuals: Non-pledge gifts, Jazz Vespers, Coffee Hour
Rental Income	\$33,000	\$35,500	8%	Increase based on YTD actuals
Fundraising	\$22,000	\$22,000	0%	No changes
Other Income	\$5,750	\$5,750	0%	No changes
	\$624,929	\$609,750	-2%	Net decrease
Expenses				
Personnel	\$475,450	\$468,239	-2%	Net decrease from changes to personnel
Programs	\$35,900	\$36,300	1%	RE Program increase, Lay Leadership minimal funding, Celebration Sunday zero'd out
Committees	\$7,600	\$7,900	4%	ARC minimal funding
Utilities	\$36,290	\$37,122	2%	projected increases
Buildings/Grounds	\$38,740	\$34,740	-10%	Long-Term Maint. decreased. Plant Fund funded.
Office	\$33,825	\$33,825	0%	No change
Dues	\$19,829	\$19,829	0%	No change
Other Expenses	\$7,795	\$7,795	0%	No change
	\$655,429	\$645,750	-1%	Net decrease
Net loss	-\$30,500	-\$36,000		
Funding from Ministerial Assitance	\$30,500	\$36,000		
	\$0	\$0		

BOARD NOMINEES/NOMINATING COMMITTEE

The nominating committee is very happy and honored to have found the following three members as our nominees for service on the board, and enthusiastically encourage their election. We couldn't be happier that they've all agreed to serve if elected, and we believe they'll make superb additions to our board.

-Dylan Zwick and the Nominating Committee



Jan Crane

Jan Crane started attending First Unitarian Church a little over four years ago, having discovered Unitarianism when visiting Frank Lloyd Wright's Unity Temple in Oak Park, Illinois. Friendly and outgoing, she likes to get involved, enjoys participating in the Women's Circle, and has served on the auction committee and as the Dinner & Dialogue chair. Jan is passionate about the ideals for which our church stands- social justice, equality, and the environment. She works at Interior Solutions; helping businesses create efficient, comfortable, and inviting workplaces.

Teresa Sagrati Deringer

First Unitarian Church has been a liberal haven for me and my family since 1990, when we relocated to Salt Lake City from Boise, Idaho, where we had been active members of a Unitarian Fellowship since 1984. Ed and I raised our three daughters in this welcoming and dynamic community, attending many a Seder, Solstice, rally, and Candlelight Christmas Service. I've had the opportunity to teach every grade level in Religious Education starting with Kindergarten and finishing with three years of the high school group (memorable camping and river trips!). I have been on the Auction Committee since 2008, co-chairing two of those years. I have enjoyed Dinner and Dialogue, Small Group Ministry, Adult RE Classes, and various volunteer positions over the last 26 years. Professionally, I have a Master's degree in Social Work. I am a professional care manager in geriatrics. I currently work with patients and families at the Center for Alzheimer's Care, Imaging and Research at the University of Utah. My husband and I are also entrepreneurs, owning a geriatric consulting company, a child learning center, and a property development company. We formerly owned and operated a home health and hospice agency specializing in dementia care. In all my life pursuits, I seek to live by Unitarian Principles. I welcome service on the Board and would bring energy, business acumen, creativity, and a profound love of and commitment to our mission and values.



BOARD NOMINEES (CONTINUED)



Tim Chambless

Tim Chambless has been a very active member of our church for over 30 years. Over these decades he's served on more committees than we have space here to list, including two previous terms on the board. He was also in charge of organizing our summer forum for many years. Tim is a professor in the political science department at the University of Utah, where he serves as the Hinckley Academic Outreach Coordinator, and has taught thousands of students. In the spare time he can find, he's very involved in local politics, and very knowledgeable about politics at all levels.

MINISTER'S ANNUAL REPORT - REV. TOM GOLDSMITH

First Unitarian Church took some time this year to honor our historic past in Utah as we chalked up 125 years in the Salt Lake Valley. As we noted the immense significance of maintaining a progressive church since before Utah even became a state, we also turned our attention to the current and future demands facing a progressive congregation in a notoriously conservative environment.

The leadership of our Board of Trustees, under the caring direction of Christine Ashworth, moved the congregation to seriously consider institutionalizing a second minister. That would include a major effort of moving from a pastoral church to a program church. After a most successful year with Rev. Matthew Cockrum, serving as our minister of congregational life, with one year still to go, the pledge drive for 2016-2017 still failed to continue the momentum for gaining a second minister. We still face another pledge drive before final plans are determined. It is my utmost hope that by working even more closely with the congregation to underscore the benefits of moving the church to a larger profile, we might still succeed in adding this important new dimension to the staff permanently. The Board of Trustees has collected ample information from congregational surveys indicating a well-defined need for additional staffing to serve the congregation more effectively. This has not yet translated into a financial commitment. We remain hopeful that this coming year will prove pivotal in strengthening the church so as to fulfill it's role for the demanding times ahead.

We did add the Rev. Robert Fulghum to our staff as minister-at-large. He will mostly fill the need for developing and strengthening new congregations in Utah, where First Church can provide resources as needed. Part of our future planning recognized the need to expand liberal religion beyond our own walls. Fulghum will make an excellent contribution to that endeavor.

We have been extremely fortunate in having Rev. Harold Straughn serve another year as director of our Caring Committee as well as continuously providing exciting programs for our Summer Forum series. Harold's influence is also felt throughout the life of the congregation.

Our church has been blessed with a tremendous staff. Julie Miller's contribution as our new Director of Religious Education has lifted our church school attendance, enthusiasm, and community bonding. Julie has introduced the arts into our curricula, which was well received. Our DRE administrator, Nancy Moos, will leave us this year, having completed her MLS degree and moving on to embrace her new professional life. Nancy's contributions to the church, especially during this time of religious education transition, have been absolutely invaluable. My appreciation for her work runs very deep.

Once again, David Owens continues to keep the church's music crackling. His sensibilities of weaving the right music into our worship services reign supreme. We are all highly indebted to David's commitment to our church while his masterful performances on piano and directing the choir have added a depth to our church experience seldom encountered elsewhere.

Our church administrator, Hal Gonzales, keeps our ecclesiastical machinery well-oiled. We have all grown to depend on Hal (perhaps too much), but our appreciation never wanes. And Jenni keeps the front office humming with warmth and doing all those necessary labors that seldom are

MINISTER'S ANNUAL REPORT (CONTINUED)

appreciated like printing orders of service, The Torch, and other odd jobs. Jenni's work in collecting the archival photos, which showed on Celebration Sunday, was especially appreciated.

I felt privileged in completing my 29th year with this congregation. Some of the highlights included inroads into the community by participating on a Faith and Stewardship panel in Provo, offering two presentations at the Parliament of World Religions, and contributing to a Law School Symposium on Religious Freedom held at the University of Utah School of Law.

I continue to teach Spiritual Ecology and Environmental Leadership at the University's Field Station in Centennial Valley, Southwest Montana. I have recently been appointed as visiting professor in the University's philosophy department.

I've appeared on a few radio programs including a discussion on racism on KRCL and heralding our church's 125th year on Radio West, KUER.

Worship this year has included our Winter Solstice celebration, the 28th year of Jazz Vespers, organizing our 125th celebration at the Marriott Dance Theater, and a special service last year held at St. Paul's Episcopal Church. I was one of three clergy asked to speak to a predominantly LDS crowd right before Christmas, addressing the anguish felt by too many Mormon families who suffered the effects of the LDS pronouncement to bar children of same-sex couples from participating in any Mormon rituals until the children were old enough to renounce their parents. (This offers another perspective on how our church is needed in this community, not necessarily to grow numerically ourselves, but to offer solace to others who feel the harsh sting of orthodoxy and authoritative religion.

This year I also had the honor of teaming up with Shirley Ray to teach an 8-week class on mindfulness. (Shirley is definitely our resident guru). I also teamed up with Matthew Cockrum to facilitate a few Orientation to Unitarian Universalism gatherings. I had an enormously good time joining on occasion with our Monday Family Fun Nights. This program, now three years old, has achieved enormous success, mostly under the leadership of Kelly Goff and Amanda Esko. The large influx of young families into the church is attributable to these monthly Family Fun gatherings. We all owe Kelly and Amanda a huge debt of gratitude.

It has once again been my delight to facilitate groups at Friendship Manor on a monthly basis and our Young Adult group on a bi-monthly basis, alternating with Matthew Cockrum.

Ministry touches lives in many profound ways. It's difficult to distinguish which aspect may be more valuable than another: The public ministry on Sunday mornings, or meeting with individuals or couples privately on a very personal basis. But the call of ministry is never felt as acutely as when death confronts a family and they turn to the minister and church community for guidance, support, and ways of celebrating and honoring the loss of a love one.

This year Matthew and Harold and I (our church's ministry) have celebrated the lives of people who have connected with our church in some manner. Some have been active members in their lifetime;

MINISTER'S ANNUAL REPORT (CONTINUED)

others are relieved to have a church like ours open their doors and hearts to those who seldom if ever participated in the life of the church. This demonstrates again the need to keep our church strong, inclusive, and accessible. It is our service to the Salt lake community.

The members and friends whose lives we celebrated since our last Annual Meeting are:

Justin Kreek

Susan Barrel

Merlene Leaming

Alex Miller

Tess Rogers Congdon

Nine Dougherty

Valentina Constantinscue

Paul Richard Hellstrom

Janet Minden

Rand Hart

May we keep them in our hearts and remind ourselves of our ministry to this community.

Respectfully submitted,

Rev. Tom Goldsmith, Senior Minister

CONGREGATIONAL LIFE - REV. MATTHEW COCKRUM

Consulting Minister for Congregational Life I was invited to join you here at First Unitarian Church in order to provide additional clergy support for youth and adult education ministries along with welcoming and membership. All of this has been cast under the umbrella of Congregational Life, a concept increasingly common in our Unitarian Universalist congregations across the country. As my first of two years with you draws to a close I have three questions for you as a congregation:

Who do you want to welcome?

What do you want to welcome them into and how?

How are you willing to be changed by their presence and participation?

These questions are arguably about the work of welcoming newcomers into the life and ministries of First Unitarian Church. They can also be seen as applying to welcoming a second minister (or anyone) onto the staff and into the leadership of First Unitarian Church. For the bulk of this report I will focus on the former aspect. As the church continues to discern its directions for growth and future ministries, however, it will be increasingly important to consider the latter as well.

Some of these questions are answered either implicitly or explicitly by your current mission statement, values, ends, covenant and related documentation. To the degree that this is true, the work in front of this church at all levels (paid staff, elected leadership, ministry leaders and beyond) is more intentionally connecting your efforts and choices to these documents, commitments and aspirations.

For example, your documents state that “the church exists for all who engage on behalf of the church’s mission: to nurture and challenge the spiritual and intellectual journey for all generations and to actively engage in building a progressive and just world.” Theoretically, then, anyone who commits to that work is welcome. Further, your stated values are: Inclusion, Compassion, Engagement, Human Responsibility and Celebration. Your ends articulate what people will experience as a result of your mission. All of this implies that these are the things to which you want to welcome people:

Lives of Inclusion, Compassion, Engagement, Responsibility & Celebration
Striving to dwell in peace, seek truth and help one another.

Let’s simplify things, then, and say that we’ve identified the answers to the first half of my questions. You want to welcome anyone who engages the mission. By doing so you are welcoming them into the values and work of accomplishing the mission. The questions that remain, then, are about how you will welcome them (and implicitly, who will welcome them), and about how you (the church) will be changed by their presence and participation.

In my first year with you I’ve spent much time trying to learn the lay of the land, understanding the formal and informal leadership structures of this congregation, how the programming of the church year occurs, what the patterns and priorities are and how staff and lay leaders collaborate. Like many organizations much of the work of the church is done by small groups who are focused on their own piece of the ministry. Part of the work of growing and maturing this congregation lies in more

CONGREGATIONAL LIFE (CONTINUED)

intentionally coordinating these ministries. In that regard, Congregational Life is about more than just youth and adult education and membership. It is about looking for intersections and opportunities for collaboration on behalf and in support of the mission and values. I've seen the Board working to do some of this through the Kick-Off Rally and Celebration of Service. I think there can be more of this.

The new Congregational Life bulletin board in Eliot Hall is one manifestation of an attempt to raise the visibility of leaders (Ambassadors as we're calling them) and a vision of how they're connected.

The leadership of the Welcome Table is seeking to focus its role on welcoming newcomers and to divest itself of the role as a gathering place for all activities.

There is a need for more congregational leadership in coordinating, participating in and following up from UU Orientation Sessions (what I've been calling Info Sessions this year). Best practices from thriving congregations indicate that having representatives from congregational leadership (staff and lay leaders) involved early and consistently is a key to integrating newcomers into congregational life. The best candidates for this kind of ministry are people who are experienced, enthusiastic and realistic about this congregation and Unitarian Universalism.

One of the most challenging aspects of welcoming newcomers is the notion that the congregation will be changed by their presence and participation. This is always balanced against maintaining institutional integrity and focus on mission and vision. However, increasingly people seeking religious community want not just to be told where they can plug in, which committee to join, which task to pick up. Folks want a way to live a more meaningful life. They want opportunities to find their joy and passion and put them to work - in the church and in the larger world. This raises the challenge of how to be what I've learned to call a "permission-giving church." That is, when folks are enlivened by the church's mission and they find ways that their passion can take form in alignment with that, how can the church's leadership make space for that passion to take new form?

The truth is that we're not all followers.

The truth is also that not all people's passion is a direct outgrowth of the church's mission.

Some of the important work to come has to do with saying yes - to things that invigorate, express or draw folks into the church's selected focus and mission.

Some of the work has to do with saying no - to things that compromise the mission or that cause unnecessary dilution of the focus of the church.

In the upcoming, second year of my work with you, there is important focusing work to do. It looks financially unlikely that a second minister (for Congregational Life or other) is feasible beyond the 2016-2017 program year. There is beginning to be talk of the shift from a Pastoral to a Program-Sized/Focused Church, which entails issues of size (membership, budget, attendance and participation,

CONGREGATIONAL LIFE (CONTINUED)

staffing, governance, leadership structure) as well as focus and relationship. The questions of who First Church wants to welcome, how and into what, and whether the Church is willing to be changed are even more salient when planning for the future. Some church leadership wisdom claims that organizations either plan (and staff and fund) for growth or for decline, and that planning for stasis is, in effect, planning for decline. I wonder how this theory might be tried and/or tested here.

I have appreciated and enjoyed my time here with you at First Church and look forward to our second year together. My experience has been one of being welcomed and valued. There is clearly much work to be done by a liberal religious community such as First Church in a place such as Salt Lake City. I sense energy, enthusiasm and dedication in The Work of doing and being church together here. I hope I can work together with you in the coming year to develop effective ways to "make channels for the streams of love," as one of our hymns states - to clear the paths for involvement in congregational life and in more meaningful living in the larger community.

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

MINISTRY REPORTS

Youth Ministry

A Year in Review: The ministry focuses this year have remained consistent with previous years. This was an intentional choice during a time of transition. These ministries have benefited from the leadership and service of dedicated and experienced leadership and staff support along with the youth and families they serve.

- **Staff Transition:** Nancy Moos, Religious Education Assistant, has been a key source of continuity, wisdom and strength, providing administrative and leadership support for these ministries as well as the lower elementary grades. Nancy leaves this position at the end of the program year to continue her professional development as a librarian. First Church, especially its families with children and youth, owe Nancy a debt of gratitude for her years of service and dedication. At the time of this writing a successor has not yet been secured.
- **Coming of Age:** Derek Gersdorf, Lori Shields, Kristen Quinn and Rob Richardson have shared leadership of the 7th and 8th grade Coming of Age program this year. This year's group saw 18 youth (and therefore 18 mentors) participating by the end of the process. The program continues to be a strong draw for existing and new community members, seeking a faith community that reflects their values and provides an opportunity for religious exploration and independence for their children and youth. We expect a dozen of these youth to participate in the Boston Heritage Trip in June along with three chaperones and the Rev. Matthew Cockrum, our Consulting Minister for Congregational Life. This same age group has benefited from the leadership and support of several volunteers for fundraising and social events that develop and solidify the youth group's relationships. Thanks to those who have contributed much to this critical ministry in the life of the church.

CONGREGATIONAL LIFE (CONTINUED)

- High School: Randon and Nicole Beckstead provided the backbone of our 11 o'clock high school program this year, with paid Youth Advisor/YRUU Coordinator Jillian O'Karma staffing the evening program. Randon and Nicole have provided faithful service for the past three years and are stepping back into the worshipping congregation after May. Please thank them for their service, welcome them back into the congregation and search your heart to see if you feel called or moved to provide special service in the youth ministries of the church. This year the youth ran many of their sessions as discussion groups exploring issues of education, guns in schools and privilege to name a few. We expect a dozen of these youth to participate in their annual service trip which will travel this year to the Pine Ridge Oglala Lakota Native American reservation in south western South Dakota to join in the work of the non-profit Reservation Restoration. Two chaperones along with Jillian O'Karma and Rev. Matthew Cockrum will accompany the group.

2016-2017 Plans & Dreams: There has been some conversation about reorganizing the youth ministry to develop greater group cohesion as well as continuity of relationships among youth. We expect the age groupings to remain much as they are for the upcoming year.

- 7th & 8th Grade - will likely explore World Religions
- 8th & 9th Grade - are due for an OWL (Our Whole Lives sexuality education) series
- 9th-12th Grade - will meet weekly in the morning for a two-hour session, time TBA. *An evening meeting will occur at least monthly to accommodate youth who cannot attend a morning session.*
- 10th-12th Grade - are due for an OWL (Our Whole Lives sexuality education) series.
- High School youth have expressed interest in a New Orleans service trip in June 2017 in conjunction with the UUA's General Assembly.

Adult Religious Education

This year's Adult Religious Education (ARE) program was coordinated and offered by the skilled team of Carrie Black, Alan Coombs, Andrea Globokar and Nancy Rasmuson. Deep thanks to all of them for their creativity, patience, encouragement and dedication!

The questions arose in this team as to what ARE at First Church is, what it could be and what it ought to be. A few sessions were offered or coordinated by the team, itself, in conjunction with the children's religious education theme this year of Unitarian Universalism (alternating annually with World Religions) along with First Church's 125th Anniversary and the intentional use of art and creativity. The following courses were offered in the 2015-2016 year:

- Exploring Mindfulness Through Art (Fall & Spring) - Rev. Tom Goldsmith & Shirley Ray
- Contemplative Creativity - Rev. Matthew Cockrum
- "Spiritual Journey" theme for Dinner & Dialogues
- Unitarian Universalist History - Alan Coombs
- First Unitarian Church History - Alan Coombs
- The Exonerated - staged reading by People Productions, coordinated by Andrea Globokar with funds raised for Rocky Mountain Innocence Center

CONGREGATIONAL LIFE (CONTINUED)

- Owing Your Religious Past - Rev. Matthew Cockrum

With so much else going on at First Unitarian it is unclear what is most needed for Adult Religious Education in the near future. There is much competition for attention as well as space in this busy church and people's busy lives.

Revs. Tom Goldsmith and Matthew Cockrum are exploring the establishment of key/core offerings to occur annually (such as Building Your Own Theology, Owing Your Religious Past and UU History) along with maintaining openings for offerings suggested by congregants such as Bible study, book groups, etc.

Individuals interested in shaping the future of Adult Religious Education are asked to be in touch with Rev. Matthew Cockrum (clminister@slcuu.com or 206.849.9171).

Welcoming & Membership

This year's Welcome & Membership ministries were coordinated primarily by Laurie Robinson, Carol Romagosa and Nancy Howard in conjunction with the fantastic Coffee Crew! We've explored the notion of a Hospitality Ministry approach, recognizing that everyone is an Ambassador of the ministries of the church.

Twice monthly "Info Sessions" (formerly known as UU Orientation) were hosted, the first Sunday of each month after worship services and the third Thursday of the month in the evening. Almost 100 people attended these sessions, which ranged from one to thirteen per session, and about a third of those who attended a session have continued participating in some visible form (including being seen at worship services). Elaine Stehel, Christine Ashworth, Jim Turner and Sunita Shankaran all helped out with these sessions.

As of this writing thirteen people have signed the membership book since last year's annual meeting.

In the coming year, Revs. Tom Goldsmith & Matthew Cockrum will be strategizing to develop more focused efforts to increase membership and participation in church life.

RELIGIOUS EDUCATION - JULIE MILLER

Our Religious Education (RE) Program integrated education, ritual, social outreach, philosophical discussion and fun in a nurturing and caring environment.

During the past year, we offered Sunday morning classes to children and youth ages 5 to 18. Nursery care was available from birth through age 3. We also sponsored spiritual discussions for adults and newcomers.

RE Program Goals this year:

- To plant the seeds of wonder and discovery so that our children and youth feel free to explore, question, discuss

- To help our young people develop a sense of self-worth and individuality as they develop their spiritual and world views

- To offer children a grounding in our Universalist Unitarian Principles

- To provide intergenerational opportunities to develop a sense of community within our Church.

Program Summary:

Historic Overview:

Number of Children and Youth Registered:

2014: 143

2015: 124

2016: 165

Number of Children and Youth Registered plus visitors attending more than once:

2014: 195

2015: 169

2016: 249

Average attendance :

2014: 64

2015: 65

2016: 70

For infants to age 3, we offered childcare for our youngest attendees every Sunday at 11am. Highest number of attendees: 17

Yearly average number of attendees: 11.5

Religious Education classes were offered for children from pre-school through high school at the 11am service.

PreK - K Highest number of attendees: 16

Yearly average number of attendees: 9.3

While attendance varied weekly, our average number of participants was 51, from birth through age 12. We served 303 attendees and visitors throughout the year.

Our highest Sunday attendance occurred on Sunday, September 13, when approximately 122 children and youth attended Church.

Our Whole Lives (OWL) program: We served 16 participants in 5th and 6th grades. OWL is a nationally-renown program on human sexuality developed in collaboration between the UU Association and the United Church of Christ.

RELIGIOUS EDUCATION REPORT (CONTINUED)

Sunday Services: We planned and presented two eight-week rotations of traditional RE curricula, plus two eight-week rotations of art-focused classes.

Attendance throughout the year averaged 51 children 12 years and under.

Volunteer teachers, artists and the children reported overall satisfaction with the new program format.

Social Justice Projects: We offered opportunities for our youth to participate in collecting gifts for families in need at Christmastime (Giving Tree), collecting canned goods for the Utah Food Bank and Urban Crossroads Food Pantry, and we participated in an Environmental Awareness project sponsored by our Environmental Ministries Committee. We've collected items for the High School Service Trip in Pine Ridge South Dakota.

Family Fun Night — A special thanks to our volunteer coordinators Kelly Goff and Amanda Esko for planning this wonderful program on the first Monday of each month, in which families and children from infants through 6th grade were invited to attend a dinner and special session. Average number of attendees: 60 participants (children and adults).

August — UU Volunteer Training — Julie Miller and Nancy Moos offered basic information and a curriculum review for volunteer RE teachers.

September — RE youth joined our congregation in late September for InGathering Sunday. RE staff participated in the Activities Fair.

October — Halloween Party. Approximately 45 families, with 65 - 70 children attending.

Mid-December — Christmas Party & Annual Christmas Pageant

December — Solstice Celebration / Drum Bus; St. Esteban collaboration

Early March — Celebration Sunday (singing, dancing)

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, Mike Springer (alternate)

PreK - K Teachers

Sonia Carnell, Walden Brown, Lissa Lander, Patrick Weeks

1st/2nd Sunday School Teachers

Brenda & Tom Goodwin, Kacie and Simon Fuller

3rd/4th Sunday School Teachers

Sunita Shankaran, Charlie Johnson, Britt Coble; Mary Mitchell; & Kendra & Raleigh Smith, Holly and Jedediah Rogers

RELIGIOUS EDUCATION REPORT (CONTINUED)

5th /6th Sunday School Teachers

Sandy Harty, Christen Rose

OWL Teachers

Christen Rose, Diane Johnson, Scott Hunsaker, Matt Wilson

The RE Program depends on the cooperative efforts of our entire congregation. Caring adult volunteers provide a meaningful experience for our children and youth each Sunday. Regular attendance builds community and a sense of belonging. At the same time, we will continue to welcome all children and youth, no matter how often they attend.

A special recognition and thanks to long-time and selfless Religious Education Assistant Nancy Moos, who has served for several years in her position. Her contributions to our program have been beyond measure.

Respectfully Submitted,
Julie Miller, Director of Religious Education

MUSIC DEPARTMENT REPORT - DAVID OWENS

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

As this year winds down, the entire Music Department has once again felt the renewing energy of the presence of Dave Zabriskie amidst our ranks as we prepare for our presentation of his Requiem on the 22nd of May. It remains our pleasure to have such a renowned composer and conductor join us intermittently to present special works.

We have also enjoyed further opportunities this past year to work directly with other composer/conductors as we joined a number of choral events that featured the music of South Valley's own Mary Lou Prince. These included the ACDA (American Choral Directors Association) convention which was held here in Salt Lake City last fall, as well as an InterKultur Chorfest held in Provo this late winter. These, as well as many other out-reach programs have continually contributed to the rewarding texture of membership in the Chancel Choir. Of course, it is part of our on-going duty to share this musical ministry by also presenting said works and activities here at First Church as well.

Adding to the dynamic presence of Dr. Zabriskie and Mary Lou, now in his 17th year- remaining at the helm of the Music Department is the Director of Music, David Owens. In addition to the ubiquitous presence of the Chancel Choir, it is his charge to manage and present all aspects of music here at First Church as well as provide congregational and incidental music for Sunday services.

He is invaluablely assisted by the Assistant Choral Director – Holly Stuart. Organizational positions are filled by a myriad of volunteers from within the Chancel Choir – perhaps most notably in the position of Choir President is Andy Walker. His relentless enthusiasm and conscientious attendance to rehearsal minutes and directives is as lovingly received and appreciated as it is sent.

The endless sorting and filing of the Music Library continues to be headed and guided by Beverly Stuart with her league of volunteers. Thanks to each of you for your dedication to this – whether briefly or many years in the doing.

Immense and profound Thanks go to these and all others who help so much with making the Music Department function.

Another volunteer effort being put forth by members of the Chancel Choir is the constant application and supply of the technological learning aid of MuseScore. This musical data entry aid allows many of our singers to learn, study and rehearse our choir music by sectional parts on their own from their digital devices. Given the extraordinary amount of repertoire we churn through in a year, this assistance has proven invaluable. Major acknowledgement of this effort goes to John Major and Andy Walker, though many have helped in this project.

Events this past year include the traditional spots in our regular Church Calendar: Holidays – Memorial Sunday, etc - and as the worshipful inclusion of music to our regular services – whether choral, instrumental, or the occasional guest soloist or ensemble.

MUSIC DEPARTMENT REPORT (CONTINUED)

A valuable and often surprising aspect of music from within our congregation also has a chance to present itself during the number of Lay Services held throughout the year. These are always a treat and provide the opportunity for sometimes unknown musical talent to be shared with our congregation - Most often to mutually shared delight.

The Junior Singers continue to be an energetic presence at a number of our services during the year and this year saw a number of budding soloists have a chance to share their gifts with a very appreciative congregation.

Under the guidance of David Owens, he also receives much appreciated help from Lissa Lander – a mom of a Junior Singer and a member of the Chancel Choir as well.

The Church generously continues its financial support of the Music Program which also includes the care and maintenance of our pianos (3 of them) and our Estey pipe organ.

2015-2016 Department of Music at First Unitarian Church

Director of Music – David Owens

Assistant Choral Director – Holly Stuart

Guest Composer in Residence/ Assistant Choral Director (intermittent) –
David A. Zabriskie

Choir President – Andy Walker

BOARD PRESIDENT'S REPORT - CHRISTINE ASHWORTH

Your board of trustees functions as a conduit of communication connecting all of you - the congregation, with those who are responsible for making church happen - the Executive Team and staff. The board directly initiates conversations about church life through surveys, focus groups, and our board sponsored bookend events; the New Church Year Planning Rally, organized at the beginning of the church year, and the Celebration of Service, organized at the end of the church year to honor committee and event leadership. Your board has made an effort to be visible and available for conversation by attending events and hosting an information table at coffee hour. All to make sure we capture as much of the tone and flavor of this current congregation as possible. We offer what we learn back to the congregation via the website, Torch newsletter, and personal connections.

We have spent time looking beyond this congregation to examine trends in faith communities, both in the broader religious landscape and within Unitarian Universalism.

At our annual summer board retreat, we examine all the qualitative and quantitative data at our disposal and zero in on what is important to our congregation. The Executive Team evaluates Congregational Life programming, budget, staffing, and our volunteer corps. Together, we determine what is possible given finite resources.

How do we define First Unitarian Church? What do we want to focus on as a faith community? Do our Mission and Vision statements capture those sentiments? How do we best utilize our finite resources?

At this past board retreat, guided by Gaylan Nielson's energy and expertise, we developed a Strategic Plan. This is an invaluable tool to focus our energies and support the effort to ensure First Unitarian Church's relevance far into the future (another 125 years?!). The areas of focus include Integration, Growth, Congregational Life, Financial, and of course, Communication. Each objective is supported by execution strategies and measures of success. This Strategic Planning framework aids in the dual purposes of working toward current year goals while assessing big picture issues facing the church and it's future. This board has dedicated heart and soul to the work of church governance. Including myself, three board members have completed their terms. Erin Phinney Johnson's quietly powerful leadership has been invaluable to me and to this church-Thank you! Thank you, Colleen Bliss, board secretary, for your warmth, attention to detail, and cooking for the masses skills! Continuing on the board are Becky Heal, Don Walton, and Peter Esko. Brilliant and hilarious Sue Geary will take the reigns as board president for the church year 2016-17. I could not have asked for a more creative, thoughtful, dedicated group of folks to hang out with. Church leadership is in good hands indeed! Thank you to our amazing church staff for their wisdom and patient, caring support!

In loving service,
Christine Ashworth

PLEDGE DRIVE COMMITTEE

The Executive Committee of Rebecca Heal, Henry Whiteside, and Dylan Zwick of the 1stUU Pledge Committee reports the following activities and results in the 2016-17 FY pledge drive:

- January 9 Vision for 1st UU meeting with core pledging units to explain 2nd minister
- February 27 Saturday Soiree event with substantial pledging units
- February 28 Celebration Sunday, pledge solicitation and acceptance element
- Pledge results as of 28 April: number of pledges slightly higher than previous year at 209 and pledged totals slightly lower at \$437,000. No apparent response to 2nd minister appeal.

Respectfully submitted, Henry Whiteside, chair

ENDOWMENT FUND COMMITTEE REPORT

ACTIVITIES THIS YEAR – May 2015 to April 2016

- May – Welcomed new members to the Endowment Fund (EF) Committee: Mark Molen and Bill Ashworth
- June – Acknowledged outgoing EF member Bill Ohlsen and thanked him for his wise counsel in regard to investing.
- September – EF Committee took action to divest all EF assets from fossil fuels.
- October - Endowment Committee sponsored a dinner to recognize Emerson Society members and inform potential new members of the Society's purpose. Dinner was held at the home of Jerri and Dave Winder.
- January – EF Committee met with church Board of Trustees to provide update on Endowment Fund and discuss vision.
- February – Welcomed new EF member Lex Hemphill
- March, – Acknowledged outgoing EF member Cosette Joesten and thanked her for her excellent stewardship of EF records and wise investment advice.
- April – Planned new strategy for informing congregation members about legacy giving to be presented to the minister and board. To be implemented next church year.

ENDOWMENT FUND RESOURCES

2013 – 2014	2014-2015	2015-2016	Source
445,356	718,862	769,889	Schwab investments
72,024	25	20,028	Cash at Schwab
234,600	182,989	83,251	University of Utah CU/ Money Market
<u>59,267</u>	<u>59,267</u>	<u>59,267</u>	Cash Value/ Life Insurance Policies**
811,247	961,143	932,435	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 (7/1/2015 thru 3/31/2016)

\$1725.00

The following people made contributions to the Endowment Fund (7/1/2015 through 3/31/2016)

Trish and Peter Kreek
Ron and Janet Anderson

ENDOWMENT FUND COMMITTEE REPORT (CONTINUED)

Mary and David Farrow
Barbara Smith
Barbara Woody
Cosette Joesten

ANNUAL ENDOWMENT FUND DISTRIBUTION

The EF committee made no distribution from the fund for this fiscal year. The financial markets continue to fluctuate as seen in this year's Endowment Fund balances. The committee continues to support the decision to let the fund grow and increase before a distribution is again prudent.

ENDOWMENT FUND PHILOSOPHY

The highest priority of the Endowment is to insure the continued existence of the First Unitarian Church for the long-term future. At the same time, the endowment should be available to meet emergent issues, and – when in strong health – to annually promote First Church programs and projects that otherwise would suffer. At the same time, the endowment of the First Church reflects the will of the membership in contemporary issues; thus the policy of divestment of investments in fossil fuels, while continuing to remain conservative and productive our investments.

The following Ralph Waldo Emerson Society members have included First Church in their estate plans:

Barbara Ackron
Ron and Janet Anderson
Tim and Cathy Chambless
Alan and Marjorie Coombs
Harold and Sonja Decker
Ed and Teresa Dieringer
Sue Geary and Michele Page
Tom Goldsmith and Mary Tull
Andrea Globokar
Doug and Sandi Greene
Willa Mae Helmick
Cosette Joesten

Rob Mayer and Carol Blackwell
Bill and Ruth Ohlsen
Hugo and Julia Rossi
Dick Teerlink
Henry Whiteside and Karol Kumpfer
Flo Wineriter
Myrna Wolf (contributed by Barbara Samuels)
Joan Proctor
Martha Veranth
Richard Haacke

COMMITTEE MEMBERS:

Bill Ashworth
Cathy Chambless, Chair
Lex Hemphill
Mark Molen
Hugo Rossi

AUCTION

2015 CHURCH AUCTION SUMMARY

General	Auction held on Nov 14th 2015 at Rice Eccles Stadium	
# auction committee members	12	
# of first time committee members	2	
approximate # of attendees	215	
Ticket Sales approximate total		\$11,000
Sponsorship		\$10,030
# of sponsors	66 (21 couples, 24 individuals)	
largest sponsorship amount	\$1,000	
# first-time sponsors	11 (6 individuals and 5 couples)	
Live Auction		\$14,150
# of items	16	
# of Donors	4 individuals and 14 couples	
# of first time donors	1 individual, 2 couples	
Average per item	\$884	
Dinner and Events		\$10,470
# of dinners / events donated	19	
# of donors	15 couples and 9 individuals	
Average per event	\$655	
Raffle		\$1,330
# of raffle items	5	
Donations to raffle	3 individuals, 1 couple, auction committee and 2 businesses	
Expenses	what is not listed is the cost of the programs, table decorations, baskets, signage that the committee ends up donating. The cost per person is around \$68 but the tickets are sold for \$55 per person.	\$13,465.52
space and inventory		\$2,376.00
catering		\$8,794.52

AUCTION (CONTINUED)

alcoholic beverages		\$1000
credit card fees		\$1,145
childcare		\$150
Observations about donations		
# donating more than one dinner/event	3 individuals	
# donating a dinner/event and donating to the live auction	2 couples	
# sponsors who donating a dinner event and/or a live auction item	6 (5 couples and 1 individual)	
# doing all three	2 couples	
Observations about Purchasing		
% of attendees who purchased a live auction item	9% (12 persons made a purchase as a couple)	
# of attendees who purchased one or more events	70 individuals or couples	
Of those purchasing an event, number of individuals or couples who signed up for more than 1	28 individuals or couples	
% of attendees who purchased a live auction item and/or signed up for an event	52%	
Of those donating an event, percentage who also signed up for an event	50%	

The total we raised is about \$33,515. Because we no longer do an annual auction, this amounts to around \$16,758 per year for the next two years. This year I wanted to do a breakdown of participation; I am concerned that year after year the auction puts repeated demands on the same individuals who donate, attend and purchase items. I receive constant complaints about the cost of the tickets but, as you can see, the cost doesn't begin to cover the expenses we incur in putting on the event. All fund raising ideas are welcome. I would like to see a broader participation in fund raising for our church. Julia Rossi, Chairperson

BUILDINGS AND GROUNDS REPORT - LAYNE OWENS

1 - Addendum projects:

- Lighting for sculpture and pathway and timer installed
- Roof ventilation fan running continuously to programmable time run timer and replace burned out 2 year old motor
- Replaced 4 office and classroom single pane for thermal insulated double pane
- Repair and paint wall at southwest corner of chapel from failed brick mortar seal
- All sconce lighting converted to LED lighting
- All hallway arch lighting repaired and converted to LED lighting
- Boiler condensation tank and steam traps ordered, will be replaced when heating season is over
- 2 outdoor rotting window stools replaced
- Ordered all supplies for unisex bathroom remodel over by the Haven, will be remodeled during summer
- Flying crane hung in little chapel
- Installed wiring, switches, outlets for stage mics, sound, and lighting. Added switched plugs in organ loft and mechanical closet coordinating with Lee Shuster
- Motion sensor soap and towel dispensers added. Converted two manual urinal flushers to motion sensor water saving flushers
- Hot water pipes insulated
- Secure and fasten depilated wooden ladder to the bell fry
- Steel posts for Vizmeg plaque fabricated
- Trees pruned

2 - Here are some critical, pressing and/or 'warning' issues that I feel I should address to the congregation for two main reasons, environmental conscious and/or aging costs to replace/repair, you make the vote:

- Steam pipes insulated - \$6000
- 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 sash - \$2,600
- 2 boilers at RE building are over 30 years old and on their 'last legs' - \$33,000
- Parlor and southwest building stair windows are single pane and rotting - \$4,100
- 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
- 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
- North RE glass panel doors broke seals and condensation badly - \$4,000
- 2 inefficient leaking exterior doors over 40+ years old at the chapel and southwest entry door - \$10,000 for full panel glass, \$12,000 for 3 tab wood panel
- All chapel windows single pane and portions are rotting - \$54,000 +
- 11 A/C condensers and air handlers, most are over 30 years old, energy inefficient and on borrowed time - \$62,000

3 - Preventive maintenance suggestion:

- Pine tree at the memorial gardens is leaning more on one side and is top heavy, one day it is going to fall whether split at the crotch or uproot and will fall and do heavy damage on the

BUILDINGS AND GROUNDS REPORT (CONTINUED)

building. Suggest it be removed and replaced with a architect quality-grade landscape tree - \$3,000 - \$5,000

4 – Expenditures:

	Amount	% of budget
Repairs:	\$2,113	15%
Janitorial & toiletries:	\$6,920	48%
Grnds/Bldg Maint:	\$3,930	27%
Tools, replacement, rental:	\$1,393	10%
Total:	\$14,356	100%

Submitted by –
Layne Owens
Sexton supervisor at SLC First Unitarian church

AUDIO VISUAL COMMITTEE

The A-V Committee continues to support church activities including normal 09:00 and 11:00 church services, Summer Forum, special activities like the 125th Anniversary Service, the Art Festival, many memorial services and weddings, special choir and holiday musical services, and the Jazz Vespers series, to name a few. Whew!

Effective A-V encompasses sound (including hearing assistance technology), video, and lighting technologies, for the live service performances; but also the recording and post production to archive services to the church website and Internet services like YouTube. This permits sharing our Church message with a larger extended community. It also requires passionate volunteers to reliably deliver these services, year-round in a seamless, highly professional manor.

Two very significant events occurred this year: A very generous donation made it possible to install a state-of-the-art hearing assistance loop technology in the chapel. This donation also permitted upgrades to the sound system to improve and streamline the choir, organ, and piano sound. The same donation also permitted the installation of energy-efficient Color LED lighting which were used dramatically at the Christmas Eve and Jazz Vespers services.

Another significant donation made possible the introduction of an A-V internship program. The additional new digital lighting and audio equipment made it attractive and possible to invite and train high-school and college-age youth to learn stagecraft (sound & lighting) in a live-performance environment under the mentorship of A-V Committee volunteers: Richard Bliss, Joey Pedersen, Don Walton, and Karl Lies. This internship program attracted eight participants, including four from the Salt Lake Community College who had not previously attended First Unitarian Church.

The A-V committee appreciates you continued support and co-operation and looks forward to an exciting future at First Unitarian Church.

Lee K. Shuster
May 1, 2016

LAY SERVICE COMMITTEE

Contributing members for 2016: Tim Chambliss, Kathleen Cahill, Dylan Zwick, Charles Liu, Sven Haynes, Marti Major, John Major, and James Griner serving as primary facilitator.

Summary of accomplishments:

- Contributed to First Unitarian Church community in multiple ways, first by forging relationships in the production of the service between members and musicians, along with producing a provocative, personal-oriented worship service on April 24, 2016.
- Intentionally worked to expand breadth of lay service committee thru recruiting new committee members, including soliciting participation from previously underrepresented age brackets, such as young adults.

Outcomes:

- The outcomes being sought by the Lay Service Committee is, primarily, fostering a richer, more connected community in both the process (the members developing a service) as well as the content (the service).
- In addition, a secondary outcome of the Lay Service Committee is serving as a resource for others in the First Church of SLC community who have a need for support in producing services.
- Measures of the outcome are anecdotal, while significant, particularly each committee member reports having conversations with congregants following each service in which congregants reported how "interesting", "provocative," and "important" the service was for them. Rev. Cockrum wrote the committee the following:
 - "Deep thanks to all of you who put together today's worship service. I was nourished, held and challenged. You created a container that allowed and encouraged me to do the work I needed to do. Thank you. You have renewed my faith in UU community."
- Building rapport and fostering community amongst members seemed achieved, as members expressed gratitude in many ways following planning sessions and following production of the service on April 24. For example, member Kathleen Cahill posited the following reflection, "Fostering connection and community is an extremely valuable outcome which I didn't expect, and which I greatly value."
- One member, Sven Haynes, contributed to early sessions while chose to recuse himself in March 2016.

Areas to consider for improvement:

- Consider soliciting feedback in more structured manner from audience following each lay service, for example using a small, simple form inserted into Order of Service:
 - What did you most appreciate from today's service? What will you take with you?
 - What would have made the service today more impactful for you?
 - If interested in participating in future Lay Services, as musician, contributor, and/or reader, email layservices@slcuu.org
- Possibly avenue to channel the construction of Lay Service thru Adult RE program and/or Small Group Ministry, using these models as an avenue to bring out people's stories that can be used in Lay Services.
- Assisting with other lay services, such as the High School Sunday Service, which has been discussed with Rev. Matthew Cockrum on March 28, 2016 to plan for 2017 High School Sunday Service.

Process Description

Towards working to fulfill the mission of the Lay Service Committee, new committee members were recruited, including intentional effort to solicit participation from previously underrepresented age

LAY SERVICE COMMITTEE (CONTINUED)

brackets, such as young adults. In addition, in September 2015, informing Rev. Goldsmith of the new committee participants and inquired if Rev. Matthew Cockrum was interested in partaking in committee in some form, with Rev. Cockrum unable due to time constraints.

The planning of the April 24, 2016 Lay Service extended over approximately 12 sessions and rehearsal, with the committee meeting approximately every 2-3 weeks starting November 8, 2015 thru rehearsals on April 9, 2016 and April 23, 2016. Notwithstanding the initial meeting held at First Unitarian Church of SLC, most meetings were held at a various member's homes, with light snacks and beverages provided, and were modeled after small group ministry, with a facilitator providing topics to explore, followed by discussion with the facilitator periodically providing perspective thru lens of the Lay Service Committee, such as consideration of the mission of the Lay Service Committee, considering the audience, and considering Unitarian Universalist values.

The initial session on November 8th was used to read and review the committee's mission and goals, a few resources available, and a timeline and process of creating a lay service. Each attendee was requested to consider what was important to each of them in worship services, in general, and what they were hoping to personally achieve in participating in the Lay Service Committee. Subsequent sessions were comprised of forging group cohesion thru discussion and exploring topics to consider, which led to generating a large list of ideas for a theme (1st pic, 2nd pic). This was followed by sessions in which a topic was selected, conflict, and delving further into the selected topic. Members were requested to submit writings, readings, and/or music that captured an aspect of conflict that resonated with them. This culminated into a rough draft of a general concept of a service and with members reading aloud various submissions.

The next step taken was further development and refinement of content. This included drawing attention to the committee's mission and goals, the goals each member set forth, as well as lifting up UU principles and the importance of being intentional in selecting, as well as arranging, content. Members were encouraged to include personal aspects where possible, including suggesting members articulate what inspired them to select the pieces they chose. Through subsequent sessions, each piece was timed as read aloud and members were challenged to scrutinize possible content, encouraging participants to explore if content was aligned with the selected theme, and during later sessions, how content fits in the flow of the service, how each piece flows into another. Members conveyed understanding of these steps, for example pinpointing the need for more "sinews" – threads connecting, and/or allowing for better flow between, pieces. Throughout this step, past committee members provided perspective and tips they found useful from past experiences in creating a service.

Following the April 24, 2016 Lay Sunday Service, received ample verbal feedback during coffee hour following each service and also solicited written feedback from congregation following 11AM service to provide an avenue for anonymous input. Obtained primarily positive feedback along with constructive criticism, for example to add preface specific to warn audience of possible triggers for those who've experienced trauma.

SOCIAL JUSTICE REPORT

Council Purpose: The Social Justice Council, 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. Council members recognize the common social and political forces that serve to sustain economic, racial, gender, and environmental injustices. Council 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.

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

Priorities: Council priorities include eliminating racism, immigration reform, criminal justice reform, refugee advocacy and support, LGBT equality, climate justice, and gun violence prevention.

Activities: With the leadership of Katie Parnell, Joanna Straughn, Rev. Harold Straughn, and Joan Gregory, the Anti-Racism Committee held a series of organizing meetings and public events throughout the year. Ron Molen sought and secured the Council's endorsement of his Campaign to Save Lives, an effort to educate the public on the need for a gun lock-up law and universal background checks.

Barbara Taylor sought and secured the Council's endorsement of a petition drive seeking a resolution to be included in the next UU General Assembly. The proposed resolution seeks divestment from corporations complicit in the violation of Palestinian rights. Joan Gregory sought and secured the Council's recommendation for First Church to become a signatory to a letter requesting Pope Francis to rescind the Doctrine of Discovery.

The Council's annual holiday card project generated funding for university scholarships for Native American students. The Council organized the annual Giving Tree gift collection for families of San Esteban Church. The Standing on Sacred Grounds film series and the Right Relations with Indigenous Peoples training were both co-sponsored by the Council. Finally, Council planning is underway for a Pride Parade float celebrating our church's 125 Anniversary.

The many activities of member committees are reported elsewhere in this Annual Report.

Budget: The Council had a budget allocation of \$1,700. Funds were allocated to assist with educational programs of the Anti-Racism Committee and the Environmental Ministry, and for entry and preparation for the Pride Parade. Total expenditures will remain within our budget allowance.

Submitted by Council Co-Chairs: Michele Page and Sue Geary

ENVIRONMENTAL MINISTRY REPORT

The Earth and our civilization are in peril from the devastating impacts of climate change. It is up to us to educate ourselves, effect change and take action that will assure a livable future for ourselves, our children and those who follow us. The mission of Environmental Ministry is to facilitate the healing of planet Earth and Earth's various life-support systems including (but not limited to) air, water, soil, and the interdependent web of life. Our purpose is to affirm, promote, and act in congruence with our 7th principle: "Respect for the interdependent web of all existence of which we are a part." We focus on and organize around providing information, education, and opportunities for action that will reduce the ecological footprint and CO₂ emissions of First Unitarian Church of Salt Lake City, its members and friends, and the community around us. We advocate for, work to create, and seek to transition to a future where climate justice and ecological sustainability are the norms. Environmental Ministry serves as a member of the First Unitarian Church Social Justice Council. Environmental Ministry is recognized as a leader, ally and partner in environmental and climate justice efforts throughout Utah. Through its Environmental Ministry, First Unitarian Church ministers to the environmental and climate justice movement.

WALKING OUR TALK

Swap: Environmental Ministry sponsored one swap this year on Nov 21, 2015 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. The swap was even advertised on KSL radio and at the end of the day, nothing was left.

Recycling: As in the past, the church continues to recycle paper, cardboard, and plastic with the help of volunteers who empty our recycling receptacles into the proper bins each week. Three people have also been emptying Sunday coffee grounds 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.

New recycling efforts were begun this year by Jim French via TerraCycle including: toothbrushes; packaging from any brand of tooth care products; the bags from ready-to-eat cereals that come in plastic bags, as well as the inserts from paperboard cereal boxes; hair care product packaging; skin care packaging; and cosmetic packaging. Most of these items are not recyclable through our municipal waste recycling programs and each item is worth 2¢ to First Unitarian Church.

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: carbon fee and dividend, gardening, developments at the PR Springs tar sands mine site, Paris Climate Talks, climate justice, climate change developments, and fossil fuel divestment.

Reusable Place Settings: Environmental Ministry has contributed to church events over the years by gradually enhancing our collection of reusable bowls, salad plates, and utensils 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

ENVIRONMENTAL MINISTRY REPORT (CONTINUED)

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 2015, 10 of 11 plots had gardeners and produced well. Over the last year, several improvements to the garden were made, including completing several garden paths and updating the compost system. Great strides were also made in cleaning up leftover debris and making the garden area more attractive. For the 2016 season, garden co-facilitators are Brittany Bellows and Marcia Walker. A micro-grant has been secured through Wasatch Community Gardens; we will be building a new box plot in the early summer. We are hoping to increase gardener involvement this year by having more work days and community events, such as a canning party. 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: For years, Environmental Ministry has walked in the Pride Parade. This year, Art Lee created an Environmental Ministry banner which we proudly carried in the parade displaying our support of LGBTQIA rights and justice.

Divestment: Our divestment efforts continued as we taught our workshop and shared our expertise. Mark Molen consulted with other organizations and, as a member of the Endowment Committee, continued to monitor our endowment portfolio putting into place mechanisms to stop fossil fuel investments from sliding back into the mix.

Paris Pledge: In Oct 2015, leading up to the Paris Climate Talks, First Unitarian Church signed the national Interfaith Power & Light Paris Pledge with goals of reducing our carbon emissions 50% by 2030 and being carbon neutral by 2050. We obtained energy audits by Rocky Mountain Power and Questar and have begun insulating windows and doors, replacing some windows, and encouraging behavioral changes (e.g., assuring windows are completely closed) that reduce our energy consumption.

Green Sanctuary: The UUA Green Sanctuary Program provides a path for congregational study, reflection, and action and a structure for congregations to examine their current environmental and climate impacts and move towards more sustainable practices in ways grounded in Unitarian Universalism. Green Sanctuary actions focus on: Environmental/Climate Justice, Worship and Celebration, Religious Education, and Sustainable Living. Environmental Ministry continues to document our progress toward Green Sanctuary Certification. This year with the help of Carolyn Erickson and Conner Jenkins, a University of Utah environmental justice intern, we have begun filling out the forms and have set a new goal of getting the forms completed this coming summer.

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, Tammy Stump, Brittany Bellows, and Marcia Walker.

WORSHIP – ADULTS AND CHILDREN

Every Sunday is Earth Day Sunday at First Unitarian Church. 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. Rev. Tom Goldsmith is seen as a spiritual leader and minister in the local environmental community. Rev. Matthew Cockrum has been very supportive of the work of Environmental Ministry, especially in our work on climate justice.

ENVIRONMENTAL MINISTRY REPORT (CONTINUED)

Rev. Michael Dowd, evolutionary eco-theologian, pro-future evangelist, and author of the book: *Thank God for Evolution*, was our special guest preacher on Sun, Mar 13, 2016, speaking on: *Ecology as the New Theology: The Simple Truth of Good and Evil* and inspiring the congregation with his message: *The future is calling us to greatness!*

This year, Environmental Ministry presented two Earth Day focused services, one with the adult congregation on Sun, Apr 17th and one with the children on Sun, Apr 24th. The theme of the adult service was: Reconnecting to Hope. Four members of Environmental Ministry (Kathy Albury, Judy Lord, Michael Mielke, and Joan Gregory) joined Rev. Tom Goldsmith in presenting their perspectives on reconnecting to hope. Art Lee was joined by E. Cooper Jr., and Nikki Fuller-Blackburn, in singing nature songs written and composed by Art. We are especially thankful to Carolyn Erickson for handling all the logistical details and to Fran Wilcox for accompanying the hymn and doxology and for serenading us during the offering. Following the service, Eliot Hall was full of opportunities for the congregation to reconnect to hope through ACTION with organizations taking significant action on climate change and climate justice: Environmental Ministry, 350 SLC, Association for the Tree of Life, Citizens' Climate Lobby, Elders Rising, and The Tavaputs Action Council. On Sun, Apr 24th, with the children (grades 1-6), Environmental Ministry explored our love for the Earth and all her creatures and taking action for the Earth ... because what we love, we will protect. We sang, read and told stories, and imagined what it would be like to be a part of the Earth, then we created masks and pretended to be the part of Earth we imagined ourselves to be. Fun was had by all, including our adult volunteers: Art Lee, Kathy Albury, Judy Lord, Carolyn Erickson, Elaine Stehel, and Joan Gregory. We acknowledge and appreciate the direction and assistance provided by Julie Miller, Director, Religious Education, in planning and presenting this program for the children.

CLIMATE CHANGE

Our efforts to continue to educate ourselves and our community about the role of the exploration, extraction, and burning of fossil fuels in anthropogenic climate change included the following educational articles and programs leading to taking action: **Programs:** *Carbon Fee and Dividend* (Citizens' Climate Lobby) [9/18/2015]; *Climate Justice - "Power Through Paris"* (350 SLC Workshop) [11/6/2015]; *Merchants of Doubt* (Film Screening and Discussion) [1/15/2016]; *Ten Commandments to Avoid Extinction: Religion as if Survival Mattered* (Rev. Michael Dowd Workshop) [3/14/2016]; *The Future Is Calling Us to Greatness: Coming Home to Reality in the 21st Century and Beyond* (Rev. Michael Dowd Workshop) [3/15/2016]; *Know Your Rights and Legal Observer Training* (Civil Liberties Defense Center Training) [5/1/2016]; and *Climate Coalition – Facing the Climate Crisis & Taking Action. Declaring a Global Warming State of Emergency* (Association for the Tree of Life) [5/6/2016]. **Torch Articles:** *Laudato Si', On Care for our Common Home* [7/20/2015]; *Climate Change ... as we head into the Climate Talks in Paris in December 2015!* [11/23/2015]; *COP21 and The Paris Agreement* [12/21/2015]. **Action:** *First Unitarian Church Signs the Paris Pledge* [Oct 2015]; *BLM Oil and Gas Lease Auction* [11/21/2015]; *#ClimateRedLine – SLC* [12/12/2015]; *BLM Oil and Gas Lease Auction* [2/16/2016].

PARTNERSHIPS AND PARTICIPATION

Environmental Ministry's presence can be found in many local environmental and climate justice efforts. This year, Environmental Ministry partnered with numerous community organizations helping to present and plan, host, sponsor and/or publicize more events and efforts than can possibly be fully recounted in an annual report. Environmental Ministry members wrote letters to the editor, spoke and testified at hearings, marched, rallied, and took action demonstrating the seriousness of the climate crisis and our commitment to changing the status quo. First Unitarian Church Environmental Ministry was there, because YOU were there demonstrating our Unitarian principles, the interdependent web of all existence of which we are a part. The following are examples of this effort:

ENVIRONMENTAL MINISTRY REPORT (CONTINUED)

Tar Sands: This past spring and summer, the Environmental Ministry again supported Tar Sands Vigil Keepers. We again provided sleeping space at 1st Unitarian for vigil keepers as they travelled to and from the tar sands site for an Action Camp followed by a demonstration at the mine site, resulting in several arrests. Some congregants attended the Family Camp at the tar sands site and a group from this camp later organized a press conference and provided testimony opposing tar sands strip mines and the Utah Express oil pipeline at the Department of Natural Resources, on June 30, 2015. January 2016 marked the formation of The Tavaputs Action Council, a regional alliance of grassroots activists from Elders Rising, Canyon Country Rising Tide, Environmental Ministry, Peaceful Uprising, Utah Tar Sands Resistance, Wasatch Rising Tide, and several other groups in Utah and Colorado who have come together to focus their human energy on the extreme energy extraction center of Utah ... the Tavaputs Plateau. On Feb 4, 2016, U.S. Oil Sands announced that they were suspending operations on the PR Springs tar sands mine. The Tavaputs Action Council is planning a mine reclamation effort this summer.

The Parliament of the World's Religions: The Parliament met at the Salt Palace Convention Center, Oct 15-19, 2015. Environmental Ministry presented, assisted at, or co-sponsored 5 programs at The Parliament: *Bidder 70 Screening*; *Commit2Respond - People of Faith and Conscience taking action for Climate Justice*; *Nature Sings: Spirit of Our National Parks*; *Roots of Injustice, Seeds of Change: Toward Right Relationship with Native Peoples*; and *Divestment 101 for Faith Communities*.

Elders Rising for Intergenerational Justice: Formed this year through the efforts of Vaughn Lovejoy, Jill Merritt, Kathy Albury, Judy Lord, Elise Lazar, Joan Gregory and many others, Elders Rising is calling upon the generation who came of age in the sixties to reawaken and fulfill the dreams we had to create a better world. They recognize that this is all the more critical now, for we are defending a livable future not just for ourselves but for our children and grandchildren. Their actions thus far have included the action that wasn't and the action that was! In a last minute move, the Bureau of Land Management in Utah postponed its oil and gas lease auction scheduled for Nov 17, 2015. Kathy Albury wrote: *It has been said that when the elders rise up, it is a real crisis. Well, here in Salt Lake City the elders only needed to talk about rising up to protest the leasing of our public lands to fossil fuel companies, and thousands of acres have been saved from destruction.* The auction was rescheduled for Feb 16, 2016. Though the auction went forward this time, over 100 protesters disrupted the process spontaneously bursting into song and carrying signs until they were forced to leave. Author and activist Terry Tempest Williams, registered as Bidder 19, and successfully leased rights to 1,750 acres of land to spare it from fossil fuel extraction. In April 2016, Elders Rising and Environmental Ministry co-sponsored a gathering, Stronger Together, to encourage elders to get involved in the "keep it in the ground" effort.

CLIMATE JUSTICE

In spring 2015, Environmental Ministry began a concerted effort to connect the dots between fossil fuel extraction and the devastation of indigenous sacred lands worldwide with the showing of the documentary film series: *Standing on Sacred Ground*. Two films (*Profit & Loss* and *Fire & Ice*) were screened in spring 2015; two more were screened in fall 2015 (*Pilgrims & Tourists* and *Islands of Sanctuary*). When possible, screenings were paired with presentations from local organizations working on resisting extreme energy extraction or working with indigenous communities to resist threats to their sacred places. These screenings were followed by a screening of *American Outrage*, the story of 2 feisty Western Shoshone sisters who endured 5 terrifying livestock roundups by armed federal marshals in which more than 1,000 of their horses and cattle were confiscated for grazing their livestock on the open range outside their private ranch, land recognized as Western Shoshone land by the United States in the 1863 Treaty of Ruby Valley.

ENVIRONMENTAL MINISTRY REPORT (CONTINUED)

On Aug 21, 2015, 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 Social Justice Council of First Unitarian Church of Salt Lake City. 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. Climate Justice is working at the intersections of environmental degradation and the racial, social, and economic inequities it perpetuates. By gathering together and engaging in dialogue we began to open up a space for communication and collaboration and to foster/catalyze new pathways of working and organizing for climate justice in the Salt Lake area.

Following The Parliament of the World's Religions, the Anti-Racism Committee, Environmental Ministry, and the Social Justice Council co-sponsored: *ROOTS OF INJUSTICE, SEEDS OF CHANGE: Toward Right Relationship with Native Peoples: A Workshop and a Training for those Who would like to Learn how to Lead this Workshop with Facilitator and Workshop Developer: Paula Palmer, Director, Toward Right Relationship Project, Indigenous Peoples Concerns Committee, Boulder Friends Meeting (Quakers), Boulder, CO.* This workshop and training were developed 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.

Actions taken in response to this workshop and as the result of the collaborative efforts of Environmental Ministry, the Anti-Racism Committee, and the Social Justice Council were: recommending that the Social Justice Council's holiday card effort focus on raising funds to support financial assistance for Native American students at the University of Utah who were in desperate need (Nov/Dec 2015); hosting *Healing Our Hearts at Wounded Knee*, a worldwide healing ceremony (12/29/2015); the formation of a book group to educate ourselves about the challenges faced by indigenous peoples – in which, so far, we have read and discussed: *An Indigenous People's History of the United States* (Jan/Feb 2016); screening and discussion of *Race: The Power of An Illusion* (Feb 2016); the church signing onto a *Letter Urging Pope Francis to Rescind the Doctrine of Discovery* (Mar 2016); and offering a youth version of the *ROOTS OF INJUSTICE* workshop for the youth who will be participating in this year's mission trip to the Pine Ridge Reservation in South Dakota (May 2016).

END OF YEAR CELEBRATION

In celebration of the closing of the church year, the congregation is invited to join us for *Nature Sings: Spirit of Our National Parks* [6/3/2016], an inspiring live concert and multimedia tour of our western National Parks presented by Art Lee, singer, songwriter, nature photographer, and Environmental Ministry team member.

Rev. Michael Dowd's message rings loud and clear ... *the future is calling us to greatness* ... and we are doing everything we can and more to answer the call!

Prepared by: Joan M. Gregory, Kathy Albury, Judy Lord, and Tammy Stump.

REFUGEE RESETTLEMENT COMMITTEE

The primary activity of the RRC is to aid the International Rescue Committee (IRC) with furnishing and setting up of apartments for refugee families in the Salt Lake City area. The IRC sponsors the immigration and settlement of refugees under the auspices of the US State Department with guidelines for living room and dining furnishings, etc. RRC activity is guided by the first UU principle, to affirm and promote the inherent worth and dignity of every person. Organized support for refugee housing has been part of the social justice effort of First Church since 1998, with continuous energy from two current leaders, Andrea Globokar and Ron Anderson, founding members of the activity, and many, many, many RRC alumni among First Church members.

The IRC locates and rents apartments for refugees. In each the IRC is to provide living room and dining room furniture, new beds, dinnerware, kitchen utensils and linens, among other household items. RRC's goal is to make each refugee apartment habitable under IRC standards and warm and welcoming by routinely delivering the required sofa, dining table and chairs but always exceeding expectations and warming the welcome by adding dressers, lamps, knickknacks, occasional tables, wall art, toys and more.

Both the IRC and the RRC solicit and pick up donations of new or gently used items from individuals and businesses to furnish the apartments for refugee families. Many First Church members and others who learn of the program have been generous with donations, which are often placed in IRC maintained storage units until delivery. Donations that do not meet RRC standards or refugee needs are taken to other non-profits, e.g. People with Aids Coalition Thrift Shop, the Habitat for Humanity ReStore or DL.

From May, 2015 through April, 2016, RRC volunteers collected more than **186 pick-up truckloads of donations from 133 Church members and others in Salt Lake City and the surrounding area. 42 IRC refugee families, comprising 198 people, including many children, received 115 truckloads** of household goods. Families were resettled from Afghanistan, Bhutan, Burma, Burundi, Cuba, Eritrea, Iran, Iraq, Democratic Republic of Congo, North Korea, Somalia, Sri Lanka, Sudan and Togo. In the past 12 months, RRC volunteers donated more than **839 hours**, driving more than **9,442 miles** to pick up and deliver goods. 38 volunteers helped, including Joe DuBray (Coordinator), Team Leaders Ron Anderson, Richard Anderton, Andrea Globokar, Nancy Rasmuson, Johanna Whiteman and Jim Wilcox, and Team Members (alphabetical) Bonnie Baty, Renate Beer, Sandy Biel, Colleen Bliss, Rick Bliss, Kathleen Cahill, Ross Chambless, Nancy Douglas, Carolyn Erickson, Sam Hagan, Sven Haynes, Joe Herring, Nancy Howard, Bob Johnson, Marion Johnson, Richard Lane, Gene Mahalko, Abbas Mathlum, Ron Mildenhall, Ken Morgan, Mohammed Mushib, John Rasmuson, Bill Reed, Frank Steffey, Vickie Steffey, Jim Turner, Don Walton, Henry Whiteside, Gary Widdison, Julia Rossi and Ellen Wilcox. 16 more Church members have volunteered for RRC activity, but not participated in a recent pick up or delivery.

First Church members also have been active in other ways, e.g. mentoring refugee families, sold items to fund RRC activities, helped 'kid' IRC goats, provided tutoring, taught ESL classes, supported IRC GenR activity, made quilts, allowed home garage or basement storage, etc., among them e.g., Frank and Vickie Steffey, Ron Anderson, Carolyn Erickson, Andrea Globokar, Diane Johnson, Nancy and John Rasmuson, Julia Rossi, Lori Shields, Johanna Whiteman, Irene Fryer, Ellen Wilcox and Richard Anderton.

The International Rescue Committee expresses continued appreciation for the First Church RRC program and the generosity and giving spirit of First Unitarian Church as the RRC completes its 19th

REFUGEE RESETTLEMENT COMMITTEE (CONTINUED)

year. The RRC program would not be possible without the commitment of First Church leadership and members who live UU principles as they participate in and support the Refugee Resettlement Program. The generosity is awesome. And the experience of seeing and supporting the IRC and the successful resettling refugee families is grounding and inspiring. **It takes a village!**

Respectfully Submitted,

Joe DuBray, Ron Anderson, Johanna Whiteman, Jim Wilcox, Nancy Rasmuson, Richard Anderton

CARING NETWORK REPORT

The year 2015 saw continued success in bringing together our members and friends who have needs and those who are willing and able to meet them.

More volunteers—about 100—are expressing their desire to help. One important way to do so is indicated in our Caring Network phrase, "If you see something, or hear something, say something." For example, if you are having a conversation after a church service and you learn about someone facing a hospital stay, or a personal loss, or a major change of any kind, this can be your way of caring! Just let us know, by contacting Rev. Harold Straughn at haroldstraughn@sbcglobal.net or Dylan Zwick at dylanzwick@gmail.com.

WANT TO JOIN? HERE'S HOW:

Each volunteer pledges to participate in the following four levels of care:

1. Give special attention to needs you hear about—illness, hospitalization, deaths in the family, and other setbacks, and report your findings to the Caring Network.
2. Stay informed about the needs the Caring Network reports to its volunteers (confidential when appropriate) by reading the emails sent to you as a volunteer.
3. Offer your help when the need is something you know how to meet.
4. Learn more about caring for people in need through private and adult RE study.

If you're not already a member of our Caring Network, go to our Facebook page and sign up: <https://www.facebook.com/groups/316544955149916/> And if you have a need, let us know. (I realize it's hard for many of us to tell others when we have a problem; it has happened to me several times this year.)

Submitted by Rev. Harold Straughn, Chair

ANTI-RACISM COMMITTEE

The Anti-Racism Committee was new in 2015. It started from a book group of Social Justice Council members and participants from the community who in February 2015 were reading "Waking Up White—And Finding Myself in the Story of Race" by Debby Irving. The impact of the discussion was so significant on the members that they decided to explore the possibility of establishing a committee within the Social Justice Council.

A Charter was drafted and approved. The preamble to the Charter reads:

"The purpose of the Anti-Racism Committee

is to abolish racism

in ourselves, our congregation, our local community, and local institutions."

First public awareness of ARC came at a worship service on November 29, 2015, led by one of the ARC members, Rev. Harold Straughn. There a Black Lives Matter banner was presented to the congregation and a membership signup was made available after the service, with a choice of two levels of involvement, either as part of the planning group or as church members who want to be informed about events being sponsored by ARC. More than 40 members signed up to be part of the planning group and nearly 100 signed up to stay in touch with events.

The planning group has met every other Thursday with only a few exceptions for several months. Participants have included Joan Gregory, Catherine Parnell, Joanna Straughn, Matthew Cockrum, Summer Smith, Victoria Sethunya, Paul Kuttner, Robert Johnson, and Harold Straughn.

Activities the group has planned include three types: hosting ARC events, co-sponsoring Social Justice events, and supporting protest rallies against racial injustice.

ARC-hosted events:

2015

July 18: Victoria Sethunya presentation at Community Art Activism at the Mestizo Coffee House

July 19: Kim Koeven "Lessons in Sustainable Living from Uganda" (Summer Forum)

July 26: Heidi Kohlbaugh "My Life with James Dudley Barker—Before and After He Was Killed by Police" (Summer Forum)

September 16: Survey of our ARC members' priorities on racism issues

September 17: "Friend-Raiser" to introduce the public to our work, featuring performers led by Benjamin Cabey from 365 Poetry Group and Lee Shuster's band

September 20: Activities Fair table

September 27: interview on KRCL about First Church's ARC involvement in Black Lives Matter, featuring Rev. Tom Goldsmith and Joan Gregory

October 1, 8, and 15: Understanding White Privilege Workshop led by Catherine Parnell, Joanna Straughn, Paul Kuttner, and Joan Gregory (October 1: Peggy McIntosh essay, "Unpacking the Knapsack of White Privilege"; October 8: "Cracking the Code: The System of Racial Inequity" film and discussion; October 15: "Taking Action to Fight Racism in our Everyday Lives" discussion)

2016

January 12: "Where I'm From" workshop by Rev. Matthew Cockrum

ANTI-RACISM COMMITTEE (CONTINUED)

March 24 and March 29 Black History Month event: book discussion, "Learning To Be White" by Thandeka

Mid-year: ARC Facebook site begins

Co-sponsored events:

2016

January 25: "Bystander Intervention" workshop with Social Justice Council

February Action: Rescinding the Doctrine of Discovery petition

February 9 and 16: film, "Race: The Power of An Illusion" with Social Justice Council

February 12: book discussion, "A Peoples' History of the United States" by Roxanne Dunbar-Ortiz with Environmental Ministry and Social Justice Council

April 1: Completion of new Black Lives Matter banner, with UUA-BLM symbol

May 1: "Know Your Rights and Legal Observer Training" with Showing Up for Racial Justice, Wasatch Rising Tide, and Environmental Ministry

2015

June 28: ARC gathered signatures from our congregation on sympathy cards sent to churches whose buildings had been burned, including the Charleston AME church that experienced a racially motivated massacre. We took up a collection and sent it to the Charleston Church fund.

August 21: "Seeking Climate Justice" with Environmental Ministry

September 15, October 23 and November 2: "Native Voices: Native Peoples' Concepts of Health and Illness" University of Utah Health Sciences Library

October planning committee meetings featured development work, shared autobiography and poems related to our socialization and understandings around difference. We also studied local issues and approaches to congregational awareness using Unitarian-specific resources from UUA

October 10: Joanna Straughn and Harold Straughn represented ARC at a Racially Just Event regarding school pushout and suspension reform.

October 19 and 20: Workshop with Environmental Ministry: "Roots of Injustice, Seeds of Change: Toward Right Relationships with America's Native Peoples"

October 19: Summer Smith and Joanna Straughn participated in a 365 Poetry event and award program. Victoria Sethunya received a community activism award and sang an operatic aria.

November 19: online lecture by Mark Hicks, developer of Beloved Conversations curriculum

November 20: "Islands of Sanctuary" film on threats to Pacific Island aborigenes with Environmental Ministry

December 4: "American Outrage" film and discussion with Environmental Ministry

December 10: signed New York Times ad by MoveOn.org opposing Trump plan to persecute Muslim Americans

December 29: "Healing Hearts at Wounded Knee" with Environmental Ministry

Month of December: We worked with the Social Justice Council holiday card project, raising funds for the Courageous Love Award and Scholarship given to a Native American student for the first time.

Supported protests:

February 16: "Keep It in the Ground" rally with Environmental Ministry and Elders Rising

February 29: Utahns Against Police Brutality protest against shooting of unarmed black teen

ANTI-RACISM COMMITTEE (CONTINUED)

October 7: Pipeline To Prison rally

October 10: Utahns Against Police Brutality rally

November 3: Joanna Straughn, Summer Smith, and Joan Gregory attended the Utahns Against Police Brutality Day of action-chalked outlines of bodies of 25 people killed by police.

November 17: Elders Rise Up opposition to BLM auction of Native American lands

Future events are also in the planning. These include:

July 3 Summer Forum: "How Liberals Can Help Each Other Deal with Their White Privilege" We host local leaders of the national organization SHOWING UP FOR RACIAL JUSTICE (SURJ) who describe their mission to help white liberals discover how best to support racial justice.

Mid-September: Diversity training project "When Did You Realize You Were White?"

Later major programs are planned to bring individuals, the congregation, and the community into the level of justice that they desire and believe in. The Unitarian-Universalist Association has developed two programs under consideration by ARC: Journey Toward Wholeness (email congservices@uua.org) and Beloved Conversations: Meditations on Race and Ethnicity by Mark A. Hicks (<http://www.meadville.edu/beloved>)

Anti-Racism Committee Annual Report

Submitted by Joan Gregory, Catherine Parnell, Robert Johnson,
Summer Smith, Harold Straughn, and Joanna Straughn

UU MINDFULNESS MEDITATION

Mindfulness Meditation began it's first year at the First Unitarian Church. First Unitarian Church joined the national UU Buddhist Meditation organizations.

Sitting mediation was held Sundays after the second service.

A Religious Education course was taught for 4 weeks in the fall and four weeks in the spring, based on the book, *Looking at Mindfulness: Twenty-five ways to live in the moment through art*. "Whether exploring acceptance, freedom, happiness or love, *Looking at Mindfulness* shows us how to approach our lives as living works of art."

Monthly, 2nd Thursday at 3:15 pm, sitting meditation meets at the home of Polly Nevins.

Two auction events were, Buddhist Discussion & dinner at Don Walton's home. A two day Unitarian Women's Silent Retreat was held at the Dieringer home in Hailey ID. Future plans include creating a "sacred space" for contemplation and quiet sitting. An RE class on mindfulness will be offered in the spring and fall.

Submitted by Shirley Ray

WOMEN'S SACRED CIRCLE

The Women's Sacred Circle was set up around 4 years ago. There are several activities we enjoy throughout the year. We meet in the Haven on the 2nd Tuesday of each month to explore our spiritual journeys. We also meet on the full moon, and this year we studied rocks and minerals--their beauty and essence of healing properties. In addition, twice a year we schedule retreats to Southern Utah to recreate our souls.

At Christmas time, as a further extension of our activities, we created feminine hygiene bags for the agencies helping those in need. With the donations from several members and friends, we were able to create 40 bags for the Christmas Box House Teen Program. The Road Home also received 50 bags, and 4 large boxes of supplies for the Women's Unit. We also donated hats and gloves to the Pride Center, and much needed items to the Inn Between.

In March, we were able to collect 15 large bags of clothing for the Women's Unit at the Road Home. In addition, we donated 5 bags of clothing items and diapers to the Christmas Box House.

Our last meeting of the year will be in June, and then we will reconvene in September to decide what direction our group will take. We have about 12 members who join us regularly at the Tuesday meetings, and about 15 members who join us for our Full Moon Celebrations. For our Spring Retreat, we had about 15 participants join us in Ivins, Utah.

For more information feel free to contact Adrienne Splinter at a.splinter@utah.edu or Carol Romagosa at cjromagosa@aol.com

COFFEE HOUR

Coffee hour requires approximately 400 volunteer hours each year. It is a challenge to recruit enough people to fill those hours. Those who answer the call Sunday after Sunday are: Andy Andrews, Jack Avery, Bonnie Baty, Jana Brody, Coral Coffey, Jim Coffey, Dennison Dolato, Donna Drown, Judi Evans, Joan Hatch, Joe Herring, Nancy Howard, Gene Mahalko, Mark Molen, Susan Mumford, Tom Oesleby, Gwen Trefts, Henry Whiteside, Connie Wilkerson and Dylan Zwick. Several others help us with coffee when their schedules allow. We appreciate their assistance and hope to see more of them next year.

The Coffee Committee is co-chaired by Marion and Greg Johnson and Pauline Higgins and Jim Rossetto. Marion and Greg purchase and deliver the coffee, juice, stir sticks, etc to the church each week. They also enjoy recreating their lives as state workers by writing and rewriting the Sunday coffee hour procedures. Pauline recruits volunteers, maintains the schedule on the coffee wiki and oversees training. Jim makes coffee whenever there are holes on the schedule which is to say Jim makes a lot of coffee. We all have all enjoyed creating a welcoming coffee hour for our fellow Unitarians.

Submitted by Marion Johnson

UU LUNCH BUNCH

This year was a good year for UU Lunch Bunch. We have met and made new friends. We have met people new to the 1st Unitarian church. And we eat lunch with ole friends every week.

We meet every Sunday at 1pm after church. I send out a weekly email announcement of the restaurant name and address to all those on the lunch bunch list reminder list. We usually have 10-15 people every week. We go to a variety of restaurants – close to church, on trax and bus routes, Breakfast/Brunch, Brewpubs, Indian, Ethiopian, Greek, Italian, Mexican, Vegetarian, Vegan, Gluten-Free, Pizzerias, Bakery's/Sandwich shops, restaurants close to movie theatres, or have wheelchair access.

I keep a list of all our restaurants-address, website, and the menu features. This includes comments on which place has the best and worst service, or some only sit you to eat if your entire party is there, others require me to be there 30 mins to 1 hr. ahead of time to reserve a table, some places require a reservation a few days to a week ahead of time, some places are really noisy but great in the summer on the outside patio and the personal favorites of everyone on the list.

We have enjoyed good food, conversation, and fun at lunch bunch this year. Won't you join us.

Submitted by Sonia Carnell

ART FAIR

The 2016 Art Fair was held at First Unitarian Church of Salt Lake City on March 19th and 20th, 2016. Saturday hours were 5 pm to 10 pm. Entertainment on Saturday was provided by Scandinavian Folk Dance – Tom Oesleby, & Gwen Trefts with dancing lessons on the Plaza, First Unitarian Church Youth Choir in Sanctuary, Ukumania – Stacey Cole, Jim Thornburg, & Max Willard in Little Chapel, Nature Sings – Art Lee in Little Chapel, Andrea Hughes – Classical Violin in Sanctuary, and John Major – Classical and Flamenco Guitar in Little Chapel. There was outstanding entertainment by world class musicians including, in my opinion, our own Youth Choir. Sunday hours were between services and after last service. Sales were essentially evenly split between the two days. We had 33 artists participating in the event. Total sales were \$5,901.25 with \$331.13 expenses. The church retained 25% of sales and the artists 75%. Since some artist contributed 100% of their sales to the church, the art sales made a total (after expenses) of \$1,220.69

for the church. One artist was the winner selling close to \$1,300 of her art and crafts. She alone brought in over \$300 for the church. Expenses covered by the church included Square fees, wine, and light refreshments. The event continues to be an outstanding opportunity that is open to all church members and local artists who are Unitarian friendly. It continues to be a free admission premier church social event and very fun fund raiser. It is essentially the one time during the year that the visual artists in our church community can show their recent works to the congregation.

Chairs: Bill Reed - Visual Arts, Marcia Scott Walker – Performance Arts, and Jim Turner – Financial Officer and Head Cashier.

Visual Artists: Bill Reed, Lissa Lander, Christine Kende, Mary Pusey, Marty Waters, Judy Graham, Randy Laub, Christy Montrone-Burns, Art Lee, Brent Hale, Halley Bruno, Cooper Goff, Thatcher Goff, Kelly Goff, Stephanie Saint-Thomas, Spencer Black, John Stout, Betta Inman, Sandra Williams, Joyce Nunn, Mary Tull, Diane Johnson, Lori Shields, Joan Johnson, Rachael Lauritzen, Adrian Bangerter, Ron Molen, Norma Molen, Nathan Magleby, Laura Sharp Wilson, Molly Hames, Barbara Pence, and Molly Connor.

Special thanks to all who made this event a success, including: Diane Johnson, Donna Drown, Cheryl Johnson, Mary Pusey, Greg Johnson, Marion Johnson, Kathy Payne, Dave Click, Sue Click, Hal Gonzales, Jennifer Killpack-Knutsen, David Owens, Lee Shuster, CJ Sadiq, Sonia Carnell, Tom Goodwin, Colleen Bliss, Sarah Coursen, and Nancy Howard. And a very special thanks to all performing artist, all who attended and especially the patrons of the arts who made purchases.



Photos by CJ Sadiq & Bill Reed

Submitted by Bill Reed

DINNER AND DIALOGUE

Our Dinner and Dialogue events this year have been very successful thanks to so many people who were willing share their home and talents in order to get to know others in our congregation. We have had at least one, and sometimes two, three, or four dinners each month where many people have come together to share a meal and get acquainted.

The highlight for the year was February where the Adult Religious Education Committee suggested we use the topic of Our Journey for that month to highlight events in our lives that have brought us to where we are. By doing this, they helped give a big boost to this program, and several hosts decided to continue on through March with that topic.

We have had dinners all over the valley including Park City. Men, women, singles, and couples have hosted, some vegetarian, some celebrating holidays or special occasions, and our choir director even recruited two new members at his dinner!

We opened up one dinner to encourage friends of Unitarians to join us which was not particularly successful, but I hope to do a better job next year of promoting this idea. Our program seems a natural way to encourage people to get to know us Unitarians better.

It's been a learning curve, and I look forward to another, even more successful year next year.

Darlene Thayne
Chair of Dinner and Dialogue

SUMMER CAMPOUT

The 2016 trip will be to the same location as 2015.

2016 Unitarian Universalist Inter-Congregational and Inter-Generational Annual Summer Camping Trip Where: Wolf Creek Campground group site #1. When: Thursday, July 14, 2016 – Sunday, July 17, 2016 (3 nights). Check-In Time: 2:00 PM Check-Out Time: 1:00 PM How Much: \$30 per car for the 3-day weekend. Price is \$30 regardless of number of days you plan on staying. Please Carpool if possible (up to 6 people per car). Cost is per car because of limited parking. INFO: Wolf Creek Campground is in the Uinta & Wasatch-Cache National Forest at an elevation of 9,400 feet in stands of aspen and fir trees. It is a Nonelectric campground. An amphitheater sits above Site 1 and has a cement stage, wood benches and a campfire circle. The 3.5-mile Trail Hollow Trail begins in the campground and offers great hiking and mountain biking into the West Fork of the Duchesne, offering unparalleled views of the surrounding Wasatch Range. Colorful summer wildflowers fill the mountain meadows on the summit and wildlife is abundant in the area. All ages are welcome.

Bring your own camping gear and food. Bring something to share at a potluck supper on Friday evening. There will be loosely organized fun, including crafts and activities for kids.

Photos from 2015 Camping Trip



SUMMER FORUM

The ten Sundays of Summer Forum 2015, that started June 21 and finished August 23, offered a variety of important themes and compelling presenters. This series is now 57 years old!

Here were the 2015 speakers and themes:

June 21

"How Progressive Institutions Can Grow"

Jack Newell, Ph.D., president emeritus of Deep Springs College and professor emeritus of educational leadership and policy, University of Utah

June 28

"A Path with Heart: Mindfulness in Buddhism and Unitarianism"

Shirley Ray, meditation director and leader of the new UU Buddhist Fellowship Sangha at First Church

July 5

"Was the Bard a Feminist? The Women in Shakespeare's Plays"

Mark Matheson, Ph.D., professor of English and director of the MUSE (My U Signature Experience) Program at the U of U

July 12

"Obamacare in Utah: How Much Will We Get That We are Already Paying For?"

Jason Stevenson, Education and Communications Director

RyLee Curtis, Medicaid Policy Analyst

for the Utah Health Policy Project

July 19

"Lessons in Sustainable Living from Uganda"

Kim Koeven, recently returned Peace Corps Volunteer

July 26

"My Life with James Dudley Barker—Before and After He Was Killed By Police"

Heidi Keilbaugh

August 2

"Experiencing Excommunication, LDS Style"

John Dehlin, founder of the Mormon Stories podcast and creator of several Mormon-themed blogs and websites

August 9

"Connecting To Cuba: Women's Contributions to Today's Cuba and American Organizations Working Towards Solidarity" Rev. Scott Cowley, Pastors for Peace of SLC and Summer Smith and Joanna Straughn, First Unitarian Church

SUMMER FORUM (CONTINUED)

August 16

"Sense of Place On My Skin—Writing About Place"

David Kranes, award-winning novelist and playwright and former artistic director of Robert Redford's Sundance Playwrights Lab.

August 23

"The Fight for Our Children's Right to Breathe"

Ingrid Griffiee, executive director, Utah Moms for Clean Air

Thanks to Anna Fannesbeck and Julie Miller, we are in the process of expanding our child care services for the coming year because so many parents brought children of a wide range of ages last year.

Our hospitality leaders once again made it possible to enhance the pleasure of our programs. Be on the lookout for requests to join the volunteers—you will be surprised to see how important you are to our Summer Forum success! Contact Pauline Hlggins at paulinelh@msn.com or 801-631-9010 or Marion Johnson at greg.marion@yahoo.com or 801-859-5098

This season we plan to add more ways to welcome our visitors (sometimes half of those in attendance are not members). If you would like to learn more about our welcoming plans, contact me or Christine Ashworth cashworth1313.@gmail.com

We are able to attract outstanding presenters even though we don't pay for their services, primarily because we preserve the programs on our church website and on the internet, thanks to Lee Shuster and Don Walton and their assistants.

Here are our 2016 programs, that start June 19 and finish August 21:

June 19— Medical Marijuana: Who Does the Ban in Utah Continue to Harm?

Christine Stenquist and Lissa Lander of TRUCE (Together for Responsible Use and Cannabis Education) report on the state of legalization of medical marijuana, locally and nationally, focusing on the harm being done by the ban.

June 26—The Future of Independent Journalism in Salt Lake City

Spokespersons for CITIZENS FOR TWO VOICES--Joan O'Brien, Karra Porter, and Ted McDonough—tell of their efforts to produce local ownership for the Salt Lake Tribune.

July 3—How Liberals Can Help Each Other Deal with Their White Privilege

Local leaders of the national organization SHOWING UP FOR RACIAL JUSTICE (SURJ) describe their mission to help white liberals discover how best to support racial justice.

July 10—Showcasing African-American Performing Arts

Performers from the 365 GROUP present poetry, singing, instruments, and dance from among their more than 900 members.

SUMMER FORUM (CONTINUED)

July 17—Reversing the Tragic School-to-Prison Laws

Panelists from the PEOPLE NOT PRISONS Movement (Anna Brower, Jean Hill, and Andrew Riggle) update current their efforts.

July 24—Family Members from Sperm Donors

Bill Cordray describes the national movement of “donor-conceived persons” (he is one) who are seeking—and finding—their adult siblings.

July 31—Is Our Politics Experiencing a Meltdown?

Political Scientist Tim Chambless and Journalist Paul Rolly reflect on the aftermath of the primary season and the just-concluded political conventions.

August 7—Inside the Armed Resistance to the Federal Government

Anthony Rampton of the Utah Attorney General's office describes his involvement in the April 2014 armed standoff in Nevada and the 41-day armed federal land takeover this winter in Oregon.

August 14—New Forms of Critical Thinking and the Future of Progressivism

Rev. Harold Straughn, author, minister, chaplain

August 21—Our Annual Environmental Justice Festival

Bryan and Laurel Vandenheuvel show and tell about building, and living in, their Tiny House. Other presenters will demonstrate lifestyle alternatives to enhance the environment.

-Submitted by Rev. Harold Straughn, Summer Forum Director

