

2014 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 2013-2014

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CONGREGATIONAL MEETING AGENDA

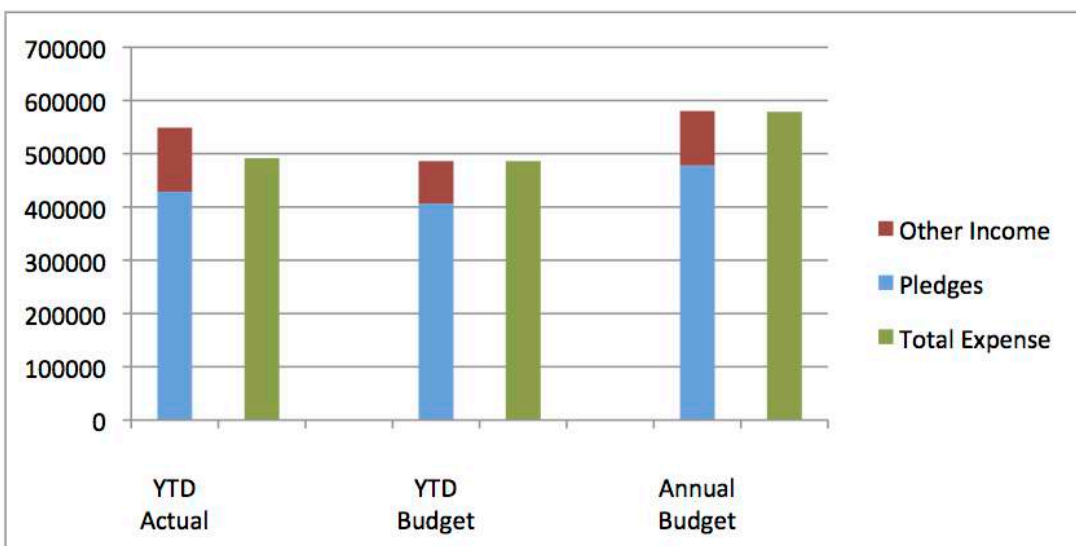
Annual Meeting Agenda

May 18th, 2014 - 12:30 p.m.

1. Call meeting to order (Erin)
Opening Words
2. Introduction
Reminder of Policy Governance model (Matt)
Review Ends and how church provides avenues for accomplishing Ends (Phil)
3. Board reports
Overview of Congregational Linkage Results (Erin)
Plan for 2014-2015 church year (Christine)
4. Operations Report (Tom)
Ministry
Committees: Overview of what has been accomplished this year by our many groups
Financials
5. Congregation Business: member voting (Erin)
Approval of Budget
Election of new Board members
Resolutions
6. Closing (Colleen)
Thank you to our departing board member, Matt Wilson & Ann Peterson.
Thank you to Minister and church staff
Adjourn

FINANCIAL REPORT

	YTD Actual	YTD Budget	Annual Budget
Pledges	\$428,764	\$406,711	\$477,840
Other Income	\$120,178	\$79,418	\$102,477
Total	\$543,373	\$486,129	\$580,317
Total Expense	\$491,795	\$483,124	\$578,816
Net	\$51,578	\$3,005	\$1,501



Financial Notes for April 2014

	April Actual	April Budget
Pledges	\$28,989	\$40,471
Other Income	\$6,818	\$9,023
Total	\$35,807	\$49,494
Total Expense	\$44,407	\$46,343
Net	-\$8,600	\$3,151

Certified Members: *329 (Individuals)
Pledging Members (Households): 162 Pledging Friends (Households): 76
 *as of April 30, 2014

PROPOSED BUDGET

PROPOSED Budget FY: 2014-15

Income	Approved 2013-14 Budget	Proposed Budget 14-15	% change	Material factor(s)
Total Pledges	\$ 467,653	\$ 496,329	6%	
Total Other Collections	\$ 47,800	\$ 47,800	0%	
Total Rental Income	\$ 27,614	\$ 30,688	11%	Increased Building Rental Income
Total Other Income	\$ 6,250	\$ 6,250	0%	
Total Fundraising	\$ 31,000	\$ 29,000	-6%	Decrease: Fundraising. No Auction planned for 2014-15 Year
Total Income	\$ 580,317	\$ 610,067	5%	
Expense				
Total Personnel	\$ 428,365	\$ 442,536	3%	
Total Church Programs & Committees	\$ 41,950	\$ 43,650	4%	Increase: RE Program budget by \$2,400
Total Utilities	\$ 34,863	\$ 38,350	10%	
Total Building & Office	\$ 54,031	\$ 62,125	15%	Added new line: Maint./Upkeep (long-term)
Total Dues	\$ 13,313	\$ 15,329	15%	Increased dues for UUA/MDD
Total All Other Expenses	\$ 7,795	\$ 7,795	0%	
Total Expense	\$ 580,317	\$ 609,785	5%	
Total	\$ -	\$ 282		

BOARD NOMINEES

Becky Heal

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

In my professional career, I have raised money for the Utah Arts Festival, Ballet West, KUER, the Salt Lake City Public Library, and Utah Youth Village where I've been for 18 years. I was recently awarded the Patti N. Choate Lifetime Achievement Award from the Utah Society of Fund Raisers. The only thing I've done longer than raise money is raise my two sons and raise eyebrows as a Saliva Sister.

Scott Maves

Connie and I moved to Columbia South Carolina in July of 1991. Connie began her new work as a Pediatric Radiologist at the local hospital. I, having just separated from the US Air Force, had just begun my new career as a pilot for Delta Air Lines. While in Columbia I served on the board of Planned Parenthood of South Carolina. We attended the Unitarian Universalist Congregation of Columbia.

In 2001 we moved from Columbia to Cincinnati OH. During our brief one year stay in Cincinnati we attended Heritage Universalist Unitarian Church and taught pre-school RE.

During the summer of 2002, we made our final move to Salt Lake City. We began attending First Unitarian Church shortly after our arrival. In 2006 and 2007 I was a member of the pledge committee.

I still work for Delta Air Lines. My wife Connie works as a Pediatric Radiologist at Primary Children's Hospital. Our two daughters, Kellyn and Sydney, attend college back east with Kellyn attending Wesleyan University in Middletown CT and Sydney attending Bryn Mawr College in Philadelphia PA. We recently moved to a LEED platinum restored bungalow in the 1300 block of Michigan Ave.

I look forward to working with the Board of Trustees at First Unitarian church.

MINISTER'S ANNUAL REPORT - REV. TOM GOLDSMITH

It's hard bringing this church year to a close. It's been an exciting year in terms of continued successes and new ventures that have begun well. Lay leadership continues to grow more confident in their role as chairs of committees, and a wider support of committees by the congregation seems noticeable. The IRC committee that furnishes apartments for refugees attracts new volunteers and performs its ambitious tasks to the fullest extent under the leadership of Joe DuBray. Sue Geary and Michele Page, co-chairs of our social justice council, are seeking new ways of connecting and partnering in areas dealing with criminal justice. We are making progress in that area by partnering with the ACLU and the Catholic Diocese.

Environmental Ministry, led by Joan Gregory, remains a strong influence in our church community and beyond. The Care Committee, under the leadership of Rev. Harold Straughn, with a strong assist from Mark Gardiner, has had an exceptionally good year in reaching out to church members facing difficult situations. Kelly Goff continues to bring vitality to the Membership Committee with Amanda Esko offering strong support in running the Welcome Table. Kelly has also been instrumental in our young families monthly dinner and program, which has spawned a deeper sense of community among parents with young children. Typical attendance runs about 50-60 for kids and parents. The Auction Committee, with Julia Rossi heading up a terrific group of volunteers, made this year's auction one of the most successful ever. Our Pledge Drive, as of this writing, looks as though it may reach its goal. We'll have to search the archives for the last time that happened. Thanks so much to the Pledge chairs, Darlene Thane and Colleen Bliss.

And I haven't even mentioned the Board of Trustees...Board president, Erin Johnson, has mastered the art of policy governance making this first actual year of its existence run smoothly and efficiently. The congregation has responded well to the board surveys that try to meet our ends in the "among" category, simply meaning that we are all committed in making First Church a stronger community.

Personally, it was a stunning year in that all the treasured aspects of ministry came together. The new church year began with my teaching two courses for the University's Environmental Humanities Center in Centennial Valley, MT. The first course on eco-spirituality was co-facilitated with a professor from BYU. The second course, Environmental Leadership was co-facilitated with Tim DeChristopher along with faculty from Montana State and the U. I will be in Centennial Valley again this year with Tim, and my eco-spirituality class will be co-led by the chair of Jewish Studies at the U.

I had the privilege of being asked to teach a class at the U this fall on Ethical Leadership for the Honors College, and a class this spring on Theo-poetics for the Religious Studies department. I also gave a lecture at the Raddison Hotel, (not my favorite venue) to support state professionals who work with all aspects of guardianship for those in need. I had the opportunity to address mostly lawyers, police, and social workers.

I also had the distinct honor of speaking at Russ Menk's ordination service last March. For those who remember him, Russ served as our board president some five years ago when he got the bug to become a UU minister. He and Jackie are just thriving!

The Small Group Ministry continues stronger than ever under the leadership of John Rasmuson. We have about 15 groups with roughly ten members in each. I enjoy the two groups I facilitate which are bookends in a way. I am involved with Friendship Manor, our octogenarian bunch. And I also facilitate our Young Adult Group, which is comprised solely of the millennial generation. Seldom do I run the same program for both, but when I do, I feel privileged to gain such a unique perspective.

MINISTER'S ANNUAL REPORT (CONTINUED)

I continue to do outreach work, serving on the board of Utah Interfaith Power and Light. I meet regularly with the Salt Lake Progressive Clergy group, and join with them in public protests, and officiating same-sex weddings for that small window of opportunity we were given.

Music has been a marvelous addition to my ministry this year. In February we celebrated the 25th anniversary of Jazz Vespers at the Rose Wagner Theater. This could not have been accomplished without the exquisite skills of Lee Shuster who coordinated both sound and video for a memorable evening. It was heartening to have Vince Frates, Jazz Vespers' first pianist and Kelly Eisenhower, its first vocalist, join us from Portland and Seattle respectively. (They have gotten better with age).

It was an honor this Easter to write the lyrics for a commissioned piece of music by David Zabriskie. Our choir proved once again that they can do ANYTHING.

And last but not least, the church's staff is as committed to the success of our church community as anyone could possibly imagine. They truly extend themselves and offer a ministry within the context of their work: administration, music, religious education, and maintenance. My heartfelt thanks to them all and for the tight relationships we have formed through the years. And I would also like to thank Harold Straughn who not only excels at running the Summer Forum series, but has graciously offered his professional ministerial experience in his pastoral work with our congregation.

It has been a very good year: spirit, finances, commitment, and celebration. I feel privileged to serve you, and thank you for your support and confidence in my ministry.

Respectfully,

Rev. Tom Goldsmith

BOARD PRESIDENT'S REPORT - ERIN PHINNEY JOHNSON

This year marked the beginning of full operation under Policy Governance, the new form of Board governance voted to enact at the congregational meeting in May, 2012. To recap briefly, Policy Governance frees the Board from everyday church administration and management, transferring such responsibility to the Executive Team - thus allowing the Board to focus on long-term strategic visioning by making a direct connection to the church community on a regular basis. During the 2012-2013 year the Board generated the infrastructure needed to launch this new form of governance, parsed out roles among Board, Minister, and Staff, and began initial "linkage" with the church community.

Our primary focus this year has been on working out the kinks associated with full implementation of Policy Governance. The board's work this year has included the following:

- With the incredible computer programming assistance of Nathan Moos, Phil and Nancy Moos' son, the Board initiated use of a new Policy Monitoring app that allows Tom to report on his compliance with the church policies each month and for the Board to evaluate Tom's interpretation of the policy and compliance with the policy. The Policy Monitoring program enables the Board to easily work with the Executive Team in our monitoring role, while giving the Executive Team the freedom to operate the church without constant approvals from the Board.

Each policy is addressed on a set schedule, with the majority evaluated once a year, and Financial reports and Ministerial Well-Being evaluated on a monthly basis. For a given evaluation, the Senior Executive (Tom) goes into the app, reads each policy assigned for that month and answers three primary questions for each policy: 1) What is your interpretation of this policy language? 2) Are you in compliance with this policy? And 3) What is your evidence for compliance or non-compliance. Every member of the Board is then responsible for reviewing Tom's answers and evaluating the interpretation and the evidence. The board must determine if: 1) there was a reasonable interpretation of the policy, including metrics for measurement; 2) a reasonable rationale was produced; 3) the interpretation and assessment addresses the whole policy; 4) reasonable data and analysis were provided; and 5) reasonable progress has been made. In this manner, the Board assesses the policies in place to govern our church at the same time we are informed about how Tom is operating under these policies. Importantly, being "out of compliance" is not considered a negative position to be in, and merely indicates a need to further examine the policy and how the church is operating under that policy. Throughout this first year of monitoring we have had poignant discussions about how the policies should be interpreted, what sort of data are necessary to help the Board feel fully informed regarding compliance, and how the Board and in what ways the Board and the Executive still need to work together. As we venture into year two of monitoring we are excited to see how interpretations, compliance, and supplied evidence have changed.

- One of the new responsibilities of the Board is to engage our community and assess big picture issues facing the church and its future. This "linkage" will be a primary function of the Board moving forward. To this end, the Board brainstormed our first "Big Question" that we wanted answered by the church community. Methods of data collection and results from that outreach are summarized in the following *Responses to the Board of Trustees Question*

BOARD PRESIDENT'S REPORT (CONTINUED)

document. This information will be used to facilitate conversations between the board and Tom regarding church programming and plans for the future.

It is the Board's goal to be able to facilitate meaningful conversations with our church community, and in doing so, determine if our ENDS truly define our organization. These discussions will guide changes to our strategic plan, which in turn may result in modifying church policy and thus how we adapt to our changing world. Every year we will ask another "Big Question" in order to take the pulse of the congregation and focus church efforts where they will be most relevant and forward-thinking.

In thinking more about the future, rolling-out Policy Governance, and different ways to engage the church community, the Board participated in a summer retreat to map out what this path would look like. That retreat was so successful for preparing us for the year to come that we will repeat the experience again this summer, using the time to create an annual agenda and devise a new Big Question.

In terms of Board make-up, we maintained membership this year at seven members. Attendance and participation in planned activities by every Board member was strong. Two members are rotating out at the end of this church year, as Matt Wilson is completing multiple terms and Ann Peterson has moved away from Salt Lake City. Ann left the Board in January and Scott Maves stepped in to finish out her term. He is up for official election to the board at this meeting. Next year I will stay on as President to provide Board leadership moving forward in 2014-2015. I have enjoyed leading this Board this year, as their passion and commitment to our church are evident in all that they do for the church. We are lucky to have such dedicated volunteers. With such a diligent, caring group of individuals thinking about the church's future, great things are on the horizon.

RESPONSES TO THE BOARD OF TRUSTEES QUESTION

ENDs Statements: what we are striving to achieve as a church.

WITHIN

Everyone who comes to First Unitarian Church will experience joyous celebration, spiritual growth, a search for meaning, and intellectual stimulation.

AMONG

The congregants of First Unitarian Church create a supportive, caring, accepting, celebratory community where everyone feels valued.

BEYOND

First Unitarian Church opens possibilities for everyone to respond to the prophetic call to create a just and equitable world.

During the 2012-2013 church year, the Board of Trustees (BoT) asked members and friends of the congregation which END was the most important to focus on first. The answer from a somewhat limited survey was that the AMONG END should be prioritized in the near future. From this directive, the Board of Trustees devised an open-ended question to address the AMONG END for the 2013-2014 church year. We solicited responses to the question: How do you see the culture of community at First Unitarian now, and how do you envision it five years in the future? Responses were obtained primarily from two pathways:

- 1) a survey document inserted into the Order of Service with space for individuals to write answers that were collected on two Sundays, and
- 2) BoT members visited the major committees or organized groups within the church and asked for direct feedback on our question.

It should be noted that a third opportunity for congregants to provide specific feedback directly to BoT members by arranging a meeting room following the services on two Sundays was not considered generally very "representative" as few congregants came to these meetings. Nevertheless, the individual quality of the responses in these meetings can be very high so they were included in the BoT meetings with major groups. The breadth of responses from the congregation for the 2013-2014 church year is considered a major improvement over the 2012-2013 church year responses. We received over 50 individual surveys from members and friends as well as meetings with leaders and members of the 35 church committees. The answers provided from both pathways were diverse and required qualitative analysis. To perform this analysis, members of the BoT tabulated the responses and worked to classify the responses within categories that we agreed were related to the themes expressed in the AMONG END. The categories (and subcategories) were: money (pledge, budget, and building), communication, home (community, and belonging), membership (welcome, recruit, and retain), program (committees, worship, content), Tom Goldsmith/minister (related to worship, succession), and volunteer (leadership, support, and training). The responses were tabulated and then further considered in the context of what is working within the community and what might need to be addressed (more simplistically, these can be interpreted as more positive comments or comments that suggest there is a perceived need for improvement). There was a notable difference in the tone of the responses between the surveys and the board interactions

RESPONSES TO THE BOT QUESTION (CONTINUED)

which we attributed to “consumer oriented” data collection following services that are generally very highly appreciated and “task oriented volunteers”, respectively.

Across the response data, there are many positive comments regarding the community, membership, programming, stewardship, and volunteers such as: welcoming, accepting supportive, caring, engaging, friendly, intellectual, open to like-minded people, committed to social justice and the environment (to name a few); however, some concerns were also raised.

- An issue that was raised from both groups was that there is a need for better orientation of visitors and friends interested in coming to services on Sundays, and a welcoming tone for people with diverse political leanings and backgrounds.
- Additional concerns raised by the committee leadership were three-fold:
 - lack of communication among the different groups organized within the church,
 - build support for volunteerism by supporting and nurturing volunteerism,
 - and outreach to younger members.

These concerns were discussed with the church administration at our most recent Board meeting.

The BoT would like to thank everyone who participated by filling out a survey, talking with us individually, or through a group meeting. We value your input and appreciate all the work and energy you bring to our church community. Remember that building a supportive, caring, celebratory community where everyone feels valued requires everyone to contribute their ideas, energy and work for that community to thrive. The church administration and the BoT is currently working collaboratively to respond programmatically to the concerns raised and I'm sure we will be asking you more questions in the future to try to assess progress regarding these concerns.

-submitted by Philip Moos

LIFESPAN RELIGIOUS EDUCATION - MARY KROENER-EKSTRAND

Our Lifespan Religious Education programs offer members and friends of First Unitarian Church opportunities to explore spiritual and religious topics and to connect with other congregants around shared interests, experiences, and values.

Staffing Changes

We had some unusual staffing challenges this year...

- In the fall, we hired new childcare providers Jeanie Calkin and Triniti Taylor who have offered a consistent presence and loving care to our youngest participants in the infant/toddler room each Sunday as well as during a variety of other evening programs each month.
- The Youth Advisor position was vacant from August – December, and DRE Mary Kroener-Ekstrand led the YRUU group as we searched for just the right person for the job. Jillian O'Karma was hired for this position in mid-December and took the reins in January. She has connected well with youth and parents, and we are so glad to have her on the RE staff team.
- Mary Kroener-Ekstrand took a medical leave from February through mid-April, during which time RE Program Assistant Nancy Moos worked with a large number of volunteers to keep all of our classes and events on track. We are grateful to Nancy for her many extra hours and her dedication to maintaining all of our programming during the winter months.

Highlights and Accomplishments in Religious Education

Some of our key program offerings this year included...

- Sunday School Classes for Children and Youth – We served 150 registered participants and many visitors in our childcare and Sunday School classes. While attendance varies throughout the year, our average attendance was 74 participants.
- YRUU – We offered a weekly Sunday evening youth group for 9th-12th grade youth, serving about 12 participants. We average about 6-8 participants weekly.
- Coming of Age – This junior high curriculum is offered at our church every other year. 16 of our 7th and 8th graders completed the program and prepared faith statements to present to the congregation in our COA service on May 4th.
- Boston History and Heritage Trip – We will send most of our Coming of Age class (11 youth) with 2 chaperones to Boston in June to learn about UU roots.
- Fall Tween Retreat – 13 of our 5th and 6th graders went up to a cabin in the Uintas for social activities and outdoor adventures.
- YRUU Mountain Desert District Youth CONs – 9 of our high school youth reached beyond our congregation to participate in MDD youth events including the Fall Western Cluster Retreat here at First Church, Winter CON Alternative at South Valley UU Society here in Salt Lake City, and Bridging CON at Jefferson Unitarian Church in Golden, CO
- Mission Trip – We have planned a late June service-learning trip to the Hopi and Navajo Reservation lands in Arizona. We expect 10 of our high school youth and 2 adult chaperones to participate.
- Our Whole Lives – We provided 12 participants in 5th and 6th grades with an age appropriate, comprehensive sexuality education class.
- Worship Services – We planned and presented several elementary worship programs during regular Sunday school, and also presented the Solstice Service, Christmas Pageant, Coming of Age Service, and High School Youth Service for the larger congregation.
- Social Justice Projects – We offered numerous opportunities for congregants, and especially for our children and youth, to put faith into action through hands on service projects collecting gifts for families in need at Christmastime through Sub for Santa/Giving Tree, collecting canned goods for the food bank, collecting used toys for the International Rescue Committee, and collecting medical and hygiene supplies for Native American Elders. We also offered educational social justice programs on Martin Luther King Jr., Inclusion, Animal welfare/rescue, and Environmental awareness.

RELIGIOUS EDUCATION REPORT (CONTINUED)

- UU Orientation Presentations – Mary and Nancy offered information about our lifespan religious education programs at several evening presentations for newcomers to our church.
- Adult Religious Education Classes – 70 people registered for Adult RE Classes in the Fall and 30 people registered for Winter/Spring classes. Additionally, many people participated in one time workshops or discussion groups such as TED talks with Tom Goldsmith, the Open Minds book group, and the new World Folk Songs Singing Circle.
- Family Night – Volunteer Kelly Goff worked with Mary Kroener-Ekstrand and Tom Goldsmith to launch a new program for families with young children. Families met on the first Monday of each month for a light supper followed by a variety of activities including adult discussion groups and family game nights.
- Social Events –YRUU hosted our annual Halloween Party, the RE department planned the church Winter Holiday Party, and staff and volunteers offered various class parties for children/youth, and a volunteer appreciation brunch in April.

Religious Education Volunteers

Our program relies on many helping hands to run. I would like to thank the following members and friends of our congregation for their important volunteer service as leaders, teachers, and mentors during the 2013-14 church year:

Adult Religious Education Volunteers

Christine Ashworth, Jim and Jessica French, Vaughn Lovejoy, Ben Mates, Pam Molen, Carole Straughn, Don Walton

9am Children's RE Teachers

Early Elementary: Britt Coble, Elaine Stehel, Samantha Wood

Upper Elementary: Jean Frances, Barbara Pence, Greg Van Dyke

11am Children/Youth RE Teachers

PreK-K: Sonia Carnell, Jamie Dillier, Sven Haynes, Lara Laperle, Pam Molen

1st/2nd Grade: Kelly Garrett, Brenda and Tom Goodwin

3rd/4th Grade: Sue and Jeff Hall, Sunita Shankaran, Connie Smith, Kendra Smith

5th/6th Grade: Kyle and Sharee Bracken, Sandy Harty, Dot Verbrugge

7th/8th Grade: Donna Drown, Derek Gersdorf, Rob Richardson, Kristen Quinn

9th-12th Grade: Nicole and Randon Beckstead, James Griner, Vickie Iverson, Lindsay LaPaugh

Coming of Age Mentors

Kyle Bracken, Sue Click, Donna Drown, Linda Edelman, Mark Gardiner, Derek Gersdorf, Sandy Harty, Kira Kilmer, John Major, Philip Moos, Chuck Pruitt, Bill Reed, Rob Richardson, Bill Stay, Jacsyn Stay, Dot Verbrugge

Our Whole Lives Teachers

5th/6th Grade: Jeffrey Ekstrand, Diane Johnson, Matt Wilson

Religious Education Staff

Mary Kroener-Ekstrand, Director of Religious Education

Nancy Moos, Religious Education Program Assistant

Jillian O'Karma, Youth Advisor

Triniti Taylor, Jeanie Calkin, Childcare Providers

In Closing

This year, I would like to especially thank the church for supporting me as I weathered my medical challenges. I continue to be grateful to our team of volunteers and staff who are dedicated to creating engaging and worthwhile educational programs at First Unitarian.

Respectfully Submitted,

Mary Kroener-Ekstrand, Director of Religious Education

MUSIC DEPARTMENT REPORT - DAVID OWENS

Director of Music – David Owens
Assistant Choral Director – Holly Stuart
Associate Choral Director / Artist in Residence - David Zabriskie
Choir President – Andy Walker

The Music Department comes to the close of another church year feeling that it has again fulfilled its charge to provide and enhanced Musical Experience to its department members as well as augment the Church Services with its application of Worship through Music to the greater church community.

Having resumed rehearsals and immediate Singing Sunday performances at the end of August (2013), our main focus was to re-capture and refine our choral skills and start laying the groundwork for the upcoming holiday season.

The Junior Singers also resumed their weekly rehearsals in between the two Sunday Services and blessed the congregation a number of times throughout the church year with their enthusiastic and charmed presence.

As well, David Owens continued his place at the keyboards and as Director of Music for the 15th year. In addition to providing congregational hymnody and incidental music for the Sunday Services, collaboration with visiting and guest musicians added to the usual fare.

Perhaps of greatest note this year was the return of David A. Zabriskie to the podium not only as Associate Choral Director, but as Artist in Residence for a couple of very significant projects. Bringing his vast musical skill to the table, he joined existing Assistant Director Holly Stuart and David Owens in collaborating their collective talents to provide the Chancel Choir and the congregation a truly valuable and unique music offering.

Of particular note, in the spring of 2014- in collaboration with Reverend Tom Goldsmith (librettist)- they presented on original Choral Triptych honoring and celebrating the confluence of Easter and Earth day. This deep and meaningful work was spectacularly staged with visiting instrumental ensemble and wonderfully received by the congregation. This commission was a very justifiable use of our Artist in Residence program and funds and hopefully will see a long and viable life with other choral groups around the country in the future.

In May, David Zabriskie will also be conducting this year's annual Memorial Sunday with a presentation of Gabriel Faure's Requiem. This Sunday has become a much anticipated and needed musical tribute to those in our congregation we have lost in the past year or who remain absent from our lives in noted remembrance.

The exhaustive and endless task of managing the administration and organization of the Music Department's library as well as adding additional musical skill to the mix is much enhanced by the presence of Assistant Choral Director Holly Stuart and her partner Beverly Stuart. They are supported by a team of volunteers that remain invaluable.

Also of immeasurable delight and value is the continued presence of our Choir President –Andy Walker. While the attainment of a new job compromises Andy's consistent physical presence, he retains and nurtures he's vital presence via Skype and valuable emails, only surpassed by his enthusiastic presence in person when he is in our midst. Andy, assisted by John Major and many others are the driving force behind a continued effort to advance our MuseScore data library. This

MUSIC DEPARTMENT REPORT (CONTINUED)

system facilitates many in being able to virtually access and rehearse our repertoire regardless of their reading skills.

The Music Department also upheld its annual tradition of hosting a number of outside Community recitals. While not directly tied to the church, we feel this outreach effort not only helps to host and embrace musicians in the wider community, but offers the added value of bringing in a little 'something extra' for those of our congregation who wish to attend.

We in the Music Department continue to find meaningful and relevant ways to bring music to the members and congregation of First Church and in doing so hope our efforts remain well received and of pertinent value both practically and spiritually for all involved.

A point of accounting: The Music Department sustained its responsibility to uphold the care and maintenance of the three pianos here at First Church (Yamaha C-5 grand, Yamaha U-1 upright and the Hamilton spinet in the choir room) as well as the Estey Pipe Organ in the sanctuary.

These responsibilities as well as the other administrative accounts have been managed within our allotted Annual Budget.

BUILDINGS AND GROUNDS REPORT - LAYNE OWENS

Projects on top of daily maintenance and upkeep were:

- Build shelves at Atrium closet
- Cut 2 long pew ends to size for chapel vestibule
- Assist with localizing, structural, identification, with Dan Parkinson at Veritas Constructions for the Atrium and Mike Sowby with Sinc Construction for the Plaza. Received maintenance and warranties manual binder from both.
- Repaired memorial gardens gate
- Security cameras installation, and placement with Performance Audio. Received training on how to use, record, save, maintain, etc.
- Repaired roof top centrifuge fan
- Several blown or damaged leaking roof shingles at RE Wing building repaired
- Motion sensor flood light installed and contracted by Grant Shupe
- Gutter contractor to replace and re-slope certain gutters
- Repair granite cracks on countertop
- Assist and advice with Performance Audio for Hearing Loop *yet to be installed*
- Plan and coordinate with Dan Parkinson with Veritas Construction for next phase on Little Chapel, Kitchen, and Haven
- RE Wing and portions of Eliot Hall painted by paint contractor Steve Andersen
- Build and fabricate steel gate latch by main entrance
- Upgraded snow fence installed along solar panels and damaged gutters repaired by Urban Constructions
- Pre-fab shed build for maintenance storage
- Handicapped ramp 'Do not use walkway' barrier during winter months build as precaution from dangers of snow avalanche falling off roof from solar panels
- Old building basement boiler: upgraded water filter for backflow, replaced LWCO (low water cut off) float switch, ignition module replaced, several leaking pin hole rusted pipes replaced, 4 steam traps overhauled
- RE Wing boilers: replaced flow sensor shut off switches, pressure regulators, purging tank overhauled, water pressure and temperature read-out replaced.
- RE playground outdoor lighting astronomical clock replaced
- Plaza outdoor automation lighting programming fix, changes, and firmware updated. Received training on usage, care, maintenance, etc.
- Upgraded soap and paper towel dispensers to electronic sensor dispensers
- Earthquake proof bookshelves at teacher's supply room

Account #5355 Buildings and Grounds Maintenance Budget –

Annual budget - \$12,500

Expenditures - \$13,698

ENDOWMENT FUND COMMITTEE REPORT

Activities This Year:

- * Met monthly to review the Endowment Fund investments, new contributions to the Fund, and to address any other issues relating to the effective functioning of the Endowment Fund Committee
- * After the adoption of a unanimous congregational resolution mandating divestment of fossil fuel holdings, the committee divested the Endowment Fund of such holdings and reinvested in the "green" holdings listed below for 2013-2014
 - * Continued personal contacts to encourage members to join the Emerson Society through their estate planning while seeking to avoid timing conflicts with the Annual Pledge Drive
- * Sought to promote continued awareness of the Endowment Fund through periodic announcements in the *Torch* and the Order of Service, recognizing donors with their permission
- * Continued to provide \$2,000 for upkeep of the Memorial Garden and voted to make it an automatic fund transfer as long as financially feasible

Endowment Fund Resources:

2011-2012	2012-2013	2013-2014	Total
\$558,267	\$760,383.33	\$811,246.62	
\$144,006	\$154,664.91	Divested	Vanguard Intermediate-Term Bond Fund
		\$102,200.97 (4/8/14)	American Century Ginnie Mae
		\$110,751.43	Appleseed Fund Investor
		\$104,264.71	Vanguard FTSE Social Index
		\$128,138.44	Vanguard Health Care Fund
\$395	\$318,882.97	<u>\$72,024.28</u>	Cash held at Charles Schwab
		\$517,379.83	
\$19,375	\$230,911.46	\$226,982.75 (4/8/14)	University of Utah Credit Union Money
		<u>\$7,617.04</u>	Market Fund and Checking (4/29/14)
		\$234,599.79	
\$58,226	\$58,997.21	\$59,267.00 (4/30/14)	Cash Value of Life Insurance Policies**

**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.

Annual Endowment Fund Distribution: The committee voted once again not to authorize a distribution from the fund owing to the continuing volatility of the markets and the economy. However, the committee continues its efforts to responsibly "grow" the fund while it remains committed to supporting the First Unitarian Church community in any way possible.

Continuing Endowment Fund Philosophy:

*The committee continues to believe that memorial gifts and any distributions will serve primarily to heighten the visibility and relevance of the Endowment Fund to the life of the church. The committee believes that bequests and similar planned gifts will be the primary source of growth for the fund. Consequently, a steady, low-key effort to advertise the endowment to the congregation will be the committee's primary activity.

ENDOWMENT FUND COMMITTEE REPORT (CONTINUED)

*The committee continues to investigate investments aimed at a diversified and socially responsible portfolio while pursuing a generally conservative policy during this period of continuing market volatility.

Contributions to the Endowment Fund (3/1/2013 thru 3/31/2014): \$4,165.00

Ron & Janet Anderson	Cosette Joesten
Tim & Cathy Chambliss	Charles & Donna Johnson
John & Holly Clugston	Paula Julander
Alan & Margie Coombs	Rob Mayer & Carol Blackwell
Heather Dorrell	Lorraine & Douglas Mayne
Lorraine & Sam Falsone	Christine Meecham
Wilma Jean & Darrell Greener	Ruth & Bill Ohlsen
Ruby Hammel	Carol Romagosa
Paul Iwasaki	Robert & Marcia Vickery

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

*Ron and Janet Anderson	*Cosette Joesten
*Tim and Cathy Chambliss	*Rob Mayer and Carol Blackwell
*Alan and Marjorie Coombs	*Bill and Ruth Ohlsen
*Harold and Sonja Decker	*Hugo and Julia Rossi
*Ed and Teresa Dieringer	*Dick Teerlink
*Sue Geary and Michele Page	*Henry Whiteside and Karol Kumpfer
*Andrea Globokar	*Flo Wineriter
*Tom Goldsmith and Mary Tull	*Myrna Wolf (contributed by Barbara Samuels)
*Doug and Sandi Greene	

Committee Members:

Cathy Chambliss
Cosette Joesten, Corresponding Secretary
Bill Ohlsen, Treasurer
Carol Romagosa, Chair, Recording Secretary
Hugo Rossi

-submitted by Carol Romagosa

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 in Utah.

Contributors to this report include: Joan M. Gregory, Kathy Albury, Carole Straughn, Judy Lord, and Michael Mielke.

Walking Our Talk

Environmental Ministry sponsored and ran a swap in Eliot Hall in September 2013. Church members, friends, neighbors and the environmental community were invited to bring what they no longer needed and take what they needed. No money changed hands. Plans are underway for another swap in June.

The church recycled paper, cardboard, and plastic with the help of a very few volunteers who emptied our recycling receptacles into the proper bins each week. Two people have also been emptying Sunday coffee grounds into the compost bin. We do need more volunteers from the congregation to help with these two efforts. Special thanks are also due to our 2 volunteer families who pick up and deliver batteries and CFLs to the hazardous waste facilities for proper disposal and/or recycling.

Almost every Sunday of the year, volunteers ran an Environmental Ministry table after services. There we highlighted environmentally related information, activities and actions both within the church and in the larger community, as well as environmental books and newspaper articles. Emphasis this year has been on proposed tar sands mining, transport, and refining in Utah. Petitions made available for people to sign included: resisting the Keystone XL pipeline, stopping Utah tar sands and oil shale extraction, and UUA divestment from the fossil fuel industry.

Walking our Talk efforts are coordinated by Judy Lord and are made possible only through the efforts of many volunteers including: Cynthea of the desert, Sue and David Click, Kathy Albury, Jim French, Mark and Pamela Molen, Richard Anderton, Gertrud and Paul Carpenter, The Harty Family, Rick and Joan Gregory, Carole Straughn, and Michael Mielke.

Garden

In the 2013 garden season, we had 11 gardeners and the plots produced well. Construction really ended in the 2014 season with the completion of the basketball mini-court and the fences around the garden. We have two new co-facilitators for the 2014 season: Tammy Stump and Meredith

ENVIRONMENTAL MINISTRY REPORT (CONTINUED)

Peebles. All plots have already been claimed and replacing the drip lines and planting are the top priorities of the moment. We are again a member of the Wasatch Community Garden Network for the 2014 gardening year. We benefit from their classes and workshops and the free plants and supplies that they frequently make available to us. The garden will serve as the venue for Environmental Ministry's religious education program for the children on Mother Earth's Day, will be the site of May garden tours for the McGillis School, and will be featured as one of Environmental Ministry's contributions to the church's Arts Festival.

Transition Group

Environmental Ministry touched the lives of over 400 people through 10 educational events and classes developed jointly with Transition Salt Lake this year. Seeking to spur movement from fossil fuel dependence to local resilience, most of the gatherings took place at First Unitarian Church, while 4 were offered in the community at the Salt Lake City Main Library, the University Student Union, and the Green Street Urban Homestead near Liberty Park. Environmental Ministry leaders, Jim French and Carole Straughn, who also help steer Transition Salt Lake, ferried ideas and community contacts between the two groups in an effort to expand the mission of both. Transition Salt Lake uses a three-pronged approach to foster resilience for a post-carbon world: Inner Transition, Outer Transition, and Community Transition.

In Inner Transition, we become the change we want to see in the world. This year, with the guidance of Vaughn Lovejoy and Pamela Molen, we explored the Buddhist practices of Thich Nhat Hanh and Pema Chodron to open our hearts more fully to nature, humanity and our own climate grief. Kathryn Dixon led a class for activists using The Work method of Byron Katie to challenge the unspoken inner beliefs that cause us stress as we advocate for Climate and Social Justice.

In Outer Transition, we seek ways to change our daily habits and develop skills to meet our needs with a lower carbon footprint. At two re-skilling sessions and a gardening class, we reduced our dependence on the fossil fuel-driven economy by making our own laundry soap, creating holiday gifts, and trading goods and services in gifting circles. Because up to a third of the world's man-made greenhouse gases come from agriculture, we worked to increase our skills in growing our own sustainable food by bending hoops for garden beds, sharpening tools and trading seeds, plants and gardening tips. Thanks go to the many volunteers who shared their skills, including Maura Sanchez, Ben Mates, Doug Stark, Justin Kramer, Alan Flint and Babs Isaac.

Because strong communities play a critical role in a peaceful post-carbon world, Environmental Ministry and Transition Salt Lake worked together on Community Transition to raise public awareness and cooperation on climate change and air quality. We collaborated with other concerned non-partisan groups like Utah Interfaith Power and Light, Mormon Environmental Stewardship Alliance, League of Women Voters, University Sociology Student Advisory Committee and Revolution United to help organize three community events. We initiated a Clean Air Forum for Salt Lake City Council Candidates, screened "In Transition 2.0" in the Fall, and helped organize and tabled at the Clean Air Fair this Spring. Thanks to all who made these events possible, including Joan Gregory, Naomi Franklin, Kathy Albury, Mark Thomas, Michael Mielke, Mark Gardiner, Tena Vinson, Mary Ann Martindale, Anne Zeigler, Susan Soleil and the Salt Lake City Council Candidates.

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 the message. Rev. Tom Goldsmith is seen as a spiritual leader and minister in the local environmental community

ENVIRONMENTAL MINISTRY REPORT (CONTINUED)

Earth Day Sunday and Easter Sunday were celebrated together on Sunday, April 20, 2014. Rev. Tom Goldsmith pointed out that for many in the congregation this will be the closest that these two days will come in our lifetimes with Earth Day (April 22nd) and Easter Sunday not due to actually converge until April 22, 2057! Our dual celebration, *Celebrating the Earth: When Earth Day and Easter Combine*, featured music composed for this special service by David Zabriskie. On May 11, 2014, Environmental Ministry will celebrate Mother Earth's Day with the children in the religious education program. We will read a garden story, visit the church community garden, plant some seeds for taking home to Mom, visit some chickens, taste some herbs, and other fun activities.

Clean Air

We have the right to live asthma-free and without pulmonary problems due to poor Salt Lake air quality. CLEAN AIR was a huge focus of the Salt Lake City environmental community this year and Environmental Ministry was there supporting education, awareness, and action. Carole Straughn was the driving force behind the Clean Air Forum presented at the Salt Lake City Main Library and Jim French played a major role in coordinating the Utah Clean Air Fair. Environmental Ministry co-sponsored some alternative holiday caroling as part of *The 12 Polluted Days of Xmas* effort, the Utah Physicians for a Healthy Environment's presentation: *Smoke and Mirrors: Fact vs. Fiction about Utah's Air Pollution*, and the Clean Air Rally at the Utah State Capitol. Significant attention, local and national, was brought to bear on Utah's air pollution.

Tar Sands, Oil Shale and the Keystone XL Pipeline

With the first tar sands mine in the United States set to begin operation in the Book Cliffs of Eastern Utah, Environmental Ministry members continue to work to stop tar sands and oil shale extraction here in Utah and elsewhere by participating in and helping plan camping trips to PR Springs where work on setting up the mining operation has begun, supporting activists blocking tar sands mining in other communities, and hosting trainings and retreats and other educational events to educate the community and support those taking action. Environmental Ministry hosted several Keystone XL Pipeline resistance trainings and planned and participated in *Draw the Line SLC on the Keystone XL Pipeline and Tar Sands* in September 2013 and in the *SAY NO to Keystone XL, Say NO to Tar Sands Vigil* in February 2014.

Environmental Religious Education

In addition to our Transition focused educational offerings, this year Environmental Ministry lecture/discussion series included: Personal Divestment Workshop (presented by Sue Geary and Mark Molen) [September]; Climate Justice (presented by Peaceful Uprising) [November]; Gasland: Part II [November]; Resist – The Keystone XL Pipeline - Extreme Fossil Fuel Extraction! (presented by NOKXL-SLC) [October and December]; Exploring the Alternatives: Geothermal (presented by Alan Eastman, GreenFire Energy) [January]; Climate Urgency: How to Avert Climate Catastrophe in Time (presented by Jean Arnold, Michael Mielke, and Joan Gregory, Association for the Tree of Life) [March]; Climate Justice 101 (facilitated by Joan Gregory, Kathy Albury, and Judy Lord, Peaceful Uprising) [April]; Fossil Fuel Free Sustainable Economy (presented by Garvin Jabusch, Green Alpha@Advisors, and co-sponsored by the Utah Chapter of the Sierra Club, Mormon Environmental Stewardship Alliance, and Citizens Climate Lobby) [April]; and The Great Salt Lake Watershed: Water Security or Insecurity? (panel presentation) [May].

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 recounted in an annual report. . Environmental Ministry members spoke and testified at hearings,

ENVIRONMENTAL MINISTRY REPORT (CONTINUED)

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.

Climate Justice

This year, Environmental Ministry and the Social Justice Council participated in the Global Climate Convergence for People, Planet and Peace over Profit: <http://globalclimateconvergence.org/>. The Convergence created a unifying call for a solution as big as the crisis barreling down on us – an emergency Green Economic Transformation through a Global Green New Deal including universal jobs, health care, education, food and housing security, economic and political democracy, demilitarization, an end to deportations, and 100% clean renewable energy by 2030. For our action, we participated in the Global Climate FAST: <http://www.globalclimatefast.org/> - joining people across the planet fasting and standing in solidarity with vulnerable people most affected by the impacts of the climate crisis and calling for world leaders to act immediately to confront this crisis. Participants in the fast were encouraged to donate money saved from meals not eaten to support our work for immigration reform because capitalism, especially the fossil fuel industry, is placing all of humanity on a path to catastrophic climate change, causing harm to the well-being of people and eco-systems everywhere, directly and indirectly through the increase of drought, flooding, submerged land, and other disaster that force people to seek refuge.

Divestment

On December 3, 2012, Bill McKibben and 350.org made Salt Lake City the last stop on their nationwide DO THE MATH Tour. Their goal: to build the movement that will change the terrifying math of the climate crisis by boldly standing up to the fossil fuel industry. The event was held at the University of Utah Student Union and over 750 attended, including many from First Unitarian Church. In his presentation, Bill McKibben urged divestment by colleges and universities, churches, and other socially-conscious organizations.

At the May 19, 2013 Congregational Meeting, the congregation voted on a proposal that First Unitarian Church divest itself of any assets currently invested in companies involved in the fossil fuel industry (e.g., oil, gas, coal, and unconventional fuels such as tar sands and oil shale) and undertake no such new investments without congregational approval. And further, that the First Unitarian Church of Salt Lake City, Utah, encourage other churches, the Unitarian Universalist Association, and other religious denominations to do likewise. The vote was unanimous in favor of divestment. As a result, First Unitarian Church of Salt Lake City became the first Unitarian church in the country to decide by congregational vote to divest its endowment from the fossil fuel industry. We amicably shared the distinction of "first" with First Unitarian Society of Milwaukee whose Board of Trustees voted to divest before First Unitarian Church of SLC voted but whose congregation did not vote until June 2013. And, that's when the real work began.

Our Endowment Committee set itself to the task and by the start of the new church year had fully divested our endowment from the fossil fuel industry. Meanwhile, Joan Gregory, co-coordinator of Environmental Ministry, teamed up with Terry Wiggins at First Unitarian Society of Milwaukee to get onto the task of encouraging other churches and the Unitarian Universalist Association to do the same. A committee was formed and an Action of Immediate Witness (AIW) to *Consider Divestment from the Fossil Fuel Industry*: <http://www.uua.org/statements/statements/288863.shtml> was drafted, submitted, signatures gathered, presented, reviewed, revised in mini-assembly, and ultimately overwhelmingly approved by the 2013 UUA General Assembly in June 2013, despite some strong opposition. Tim DeChristopher was one of the featured speakers at the 2013 UUA GA and spoke

ENVIRONMENTAL MINISTRY REPORT (CONTINUED)

strongly in favor of divestment. The passage of the AIW kicked off a year of divestment education and investigation in Unitarian churches throughout the country.

Immediately following the 2013 UUA General Assembly, the committee began the work of understanding UUA process/procedure and creating a business resolution for UUA divestment. This Fossil Fuel Divestment Business Resolution, <http://divestfossilfuels.files.wordpress.com/2013/11/fossil-fuel-divestment-resolution.pdf>, created by the newly formed Unitarian Universalists for Fossil Fuel Divestment and Sustainable Reinvestment: <http://divestfossilfuels.wordpress.com/>, will be voted on at the 2014 UUA General Assembly in Providence, RI in June 2014. First Unitarian Church of Salt Lake City will be represented at the 2014 GA by seven delegates – 4 participating in person, and 3 electronically.

As of this writing, the UUA Board of Trustees and the UU Ministry for Earth have both endorsed this Business Resolution and students and faculty at Harvard University are blockading the office of Harvard's President demanding that Harvard divest! Only time will tell if we are bold enough as a denomination and if our educational institutions are visionary enough to take this critical step bearing witness to our conviction that defending a livable future – taking the moral stand - is valued over income earned.

-submitted by Joan M. Gregory

HIGHWAY CLEANUP

Maintaining the tradition started in 1999 by Hugh Gillilan as part of our environmental ministry, church volunteers remove litter from a 4-mile section of State Road 65 extending from Mountain Dell towards East Canyon. This is completed in the Spring and Fall, and demonstrates to the community the Unitarian Church's commitment to preserving Utah's natural beauty. Many thanks to the church members that participate.

-submitted by Frank Steffey



WELCOME COMMITTEE REPORT

The purpose of the Welcoming Committee is to make our congregation feel warm and welcoming to visitors and newcomers. It also serves as the newcomers' first introduction to key information about church logistics, activities and people.

Welcoming Table

The Welcoming Table served as the main artery for information dissemination for the 2013-14 season. Amanda Esko was responsible for acquiring volunteers to manage the table for each service. The table handles name tag requests, gives out information and coordinates sign-up sheets for various groups such as Circle Suppers, Religious Education, Lunch Bunch and the Caring Network. Not only did she ensure it was properly staffed but also stocked the table with timely, informational materials for newcomers, such as 7 principle bookmarks, Torch newsletters, Welcoming packets, various UU brochures and RE registration materials.

With an eye toward hospitality, the Welcome Table always has a tablecloth, signage and a large macramé pineapple filled with candy to communicate a kind and approachable atmosphere.

Ushering

A legion of volunteers was coordinated by Kelly Goff to greet members and newcomers at the doors with an Order of Service, helping latecomers find their seats, handling the vestibule doors, passing the offering plates and answering questions.

The contingent this year was somewhat spotty and unreliable. The Welcoming Committee intends to conduct an Usher Training before the 2014-15 season begins.

UU Orientation

A general orientation session was conducted twice this year, in October 2013 and March 2014. The Welcoming Committee sets up a table of information and also provides refreshments for these sessions. Kelly Goff and Amanda Esko attended these sessions to provide a "member" perspective to prospective members.

Family Fun Night

This new program started in October 2013 as a result of an informal focus group of new families with young children held at Kelly Goff's home last summer. Families voiced support for a mechanism by which they could get to know other parents, children could form stronger bonds with each other outside the RE classroom and all would benefit from a greater sense of support and community. This program is held the first Monday evening of each month at First Church. Parents take turns volunteering to coordinate and prepare dinner for the entire group. Childcare is provided for children age 5 and younger. Programming has varied, initially splitting off the older children (1st-6th grades) to go with a Yoga Chef for fun with food and the adults gathering in Eliot Hall for discussions ranging from a Ted Talk on education to nature deficit syndrome. In February, March and April, the older children stayed with adults to play games, such as indoor Olympics, charades and Jeopardy.

The invites are emailed to families registered with Religious Education, as well as newcomers who sign up at the Welcoming Table. On average 100+ emails are sent. The evenings have averaged about 40 people, half being adults. Feedback has been positive and was pivotal in at least 6 of the 24 new members who signed the book at the time this report was submitted. We intend to continue with program throughout the summer of 2014 and into the 2014-15 session. However, we may suspend it during the holiday season (December/January) due to the harried nature of holiday demands on families.

WELCOME COMMITTEE REPORT (CONTINUED)

2014-15 Welcoming Plans

Expand Membership: We intend to expand the committee membership to include a coffee hour/hospitality coordinator, visitor follow-up person, materials info updater and ushering coordinator.

Usher Training: We'll conduct a training session with a new bank of volunteers to ensure smoother services and increase the overall sense of welcoming and knowledge that newcomers experience.

Visitor Coffee Cups: We're working with Marion Johnson from Coffee Hour, to provide colorful coffee cups to visitors. This will give established members a visual cue to greet and engage visitors. 24 cups have already been purchased and we'll be experimenting with how to display these cups and train members to actively seek out visitors.

Path to Membership: We'll be working with the leadership to develop a concrete path to membership to test for the 2014-15 season in an effort to increase membership by 25 percent (6 new members) over the last two years stagnant numbers.

Regular Torch Column: The Welcoming Committee will be gathering and submitting first-person accounts from new members and visitors about their experiences and perspectives relating to carving out a place for themselves at First Church. At the end of the season these account will be gathered into a booklet that will be included in the Welcoming Packets we provide to visitors and newcomers.

-submitted by Kelly Goff

SOCIAL JUSTICE REPORT

Council Membership: The Social Justice Council doubled in size this year with the participation of individuals who bring their interest and energy to the issues the Council pursues. These new members join Council members who represent the leadership of other working church committees.

Priorities: The Council established these priority areas in which to direct its actions this year: criminal justice reform, immigration reform, refugee support, LGBTQ equality, climate justice and gun violence prevention.

Activities: Joanna Straughn and Summer Smith volunteered to establish and staff a Social Justice/ Standing on the Side of Love table after church services. The table brings greater visibility to the work of the Council and creates a venue for valuable dialogue with church members and visitors. Victoria Sethanya worked throughout the church year with Joanna and Summer to keep the table staffed. The table was the locus of several petition campaigns, including efforts in support of immigrant families and the Count My Vote campaign. It was also the focal point of organizers from Equality Utah who spent several Sundays at our church as a part of an effort to build a stronger political base for nondiscrimination legislation.

The Council sponsored a showing of the documentary "The House I Live In" and a related discussion on the topic of the war on drugs, its underpinnings in racism, and the resulting explosion in our incarceration rate. In January, the Council provided a Social Justice Sunday Worship Service titled *Criminal Injustice*, for which Judge Judith Atherton was our guest speaker.

The Council voted to support two agencies through the sale of holiday gift cards. Hospice for the Homeless and the Salt Lake Dream Team were the beneficiaries this year.

The critical work for climate justice continued through the leadership and efforts of Council members Joan Gregory and Cynthia-of-the-Desert, representatives from the Environmental Ministry. Joan also brought the work of the Council and the Environmental Ministry together by providing a critical communication network among both groups for actions on behalf of immigrants who are the targets of enforcement actions.

Joe DuBray assumed the leadership of the Refugee Household Goods Committee and, thereby, brought his very relevant experience and expertise to the work of the Council. Mark Rothacher continued to provide an important flow of information among the Issues and Action Group and the Council. Frank Steffey served on the Council for the Highway Clean-up Committee. Sven Haynes, who serves on the Council as chair of Gunsense, is lending his technology skills to help establish a communication network that will allow the Council to coordinate more effectively with allied groups and reach a larger sector of the community. We also welcome the contributions of Evan Done, Wesley Green, Randy Lessley, and Victoria Kennedy.

Again this year, the Council has an entry for members and friends of First Church in the Pride Day Parade, scheduled for Sunday, June 8.

Budget: The Council had a budget allocation of \$1,700. Total expenditures and encumbrances as of April 30 were \$660. Funds were distributed by request to the Refugee Household Goods Committee. The Council voted to fund the registration of two members to serve as electronic delegates to the Unitarian Universalist General Assembly, which has several social justice issues on the agenda. We will also pay a fee for our entry to the Pride Day Parade. Total expenditures will remain well within our budget allowance.

-submitted by Council Co-chairs: Sue Geary and Michele Page

REFUGEE RESETTLEMENT COMMITTEE

First Church members and friends donate household goods to International Rescue Committee (IRC) refugee families. Items donated, but not used by refugees, are donated to the People with Aids Coalition Thrift Store and Deseret Industries. During the past year, May, 2013 – April, 2014, **309 pick-up truckloads of household goods and clothing** have been **donated by 108 Church members and friends**.

Donations included: microwave ovens, end/coffee tables, chairs, cribs, sofas, dining room/kitchen tables and chairs, upholstered chairs, TBs, lamps, bureaus, bookcases, entertainment centers, desks, bicycles, washers and dryers, vacuums, sewing machines, and stereo equipment. Too numerous to count but also contributed were dishes, pots and pans, glasses, cups, kitchen equipment, small appliances, flatware, towels, sheets, pillows, blankets, rugs, radios, telephones, and decorative items.

IRC sponsors the immigration and resettlement of families worldwide to the US. The Refugee Resettlement Committee provides basic furnishings and household goods to get these families started in their new lives.

67 IRC refugee families, comprising 277 people, received 234 truckloads of household goods. These families were resettled from Iran, Burma, Eritrea, Bhutan, Iraq, Somalia, Cuba, Democratic Republic of Congo, and Sudan.

Team members donated 1,206 volunteer hours to this program driving more than 11,670 miles to pick up and deliver goods. Special recognition for the time, muscle and vehicles provided by Joe Dubray, Ron Anderson, Andrea Globokar, Nancy and John Rasmuson, Johanna and Dave Whiteman, Jim and Sue Ellen Wilcox, Richard Anderton, Colleen and Rick Bliss, Denise Davis, Carolyn Erickson, Sven Haynes, Bob Johnson, Alex Lyman, Gene Mahalko, Ron Mildenhall, Janet Minden, Mohammed Mushid, Tom Price, Bill Rees, Lee Shuster, Vickie and Frank Steffey, Jim Turner, Greg Van Dyke, Henry Whiteside, Gary Widdison, and Matt Wilson.

In addition, volunteers mentored refugee families and provided English tutoring. Thanks to the following people who gave of themselves to provide smooth resettlement for families from Ethiopia, Iraq, Eritrea, and Burma: Ron Anderson, Carolyn Erickson, Andrea Globokar, Diane Johnson, Janet Palmer, Nancy and John Rasmuson, Karuna Spalding, Usha Spalding, and Johanna Whiteman.

Endless appreciation to Ron Anderson and Joe Dubray (directors of good will and scheduling), Andrea Globokar (chief bean-counter), Johanna Whiteman (children's toy and joy captain), Andrea, Johanna and Nancy for sorting and organizing small donated items, and Johanna Whiteman, Nancy Rasmuson, Joe Dubray, Ron Anderson and Jim Wilcox for leading teams and the overall effort. Appreciation to Irene Fryer, our quilt queen, for providing handmade quilts. Many thanks to Nancy and John Rasmuson for providing their garage as a way station for donated items. Kudos to Denise Davis, our interior design maven.

The International Rescue Committee expresses continued appreciation for this program and the generosity and giving spirit of First Unitarian Church as we complete our 16th year of partnership.

This program would not be possible without the commitment of First Church volunteers who live our principles as they participate in the Refugee Resettlement Program. The team is privileged to be part of this program and awed by the kindness displayed by donors. It is truly an enriching experience to meet the IRC families and to provide support as they strive to improve their lives and the lives of their children. This past year we celebrated with six refugees we helped resettle, as they became US citizens. It takes a village!

Respectfully Submitted,

Joe Dubray, Ron Anderson, Johanna Whiteman, Jim Wilcox and Andrea Globokar

CARING NETWORK REPORT

This year the mission of what has been known for many years as the Caring Committee has been expanded. The new name is the Caring Network. The name change signals a larger reach to meet people's needs, both in terms of more volunteers participating and more types of help being offered. is to help our Church by providing support and resources to members and friends.

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

1. Give special attention to needs I hear about—illness, hospitalization, deaths in the family, and other setbacks, and report my findings to our church's Caring Network
2. Stay informed about the needs the Caring Network reports to its volunteers (confidential when appropriate) by reading the emails sent to me as a volunteer.
3. I will offer my help when the need is something I know how to meet.
4. I would like to learn more about caring for people in need; let me know when classes will be available.

The goal of these levels of care is to encourage as many church members as possible to hear about as many needs as possible, and to keep to a minimum any danger of someone's needs falling through the cracks.

As a result, here are some of the needs that were met by Caring Network volunteers:

- hospice visitation
- bereavement
- family member bone marrow transplant
- rides to church
- crisis counseling
- prison visitation
- ongoing financial support
- adult RE class on caring
- Facebook page to announce needs
- knee replacement support visits
- back surgery recovery visits
- moral support following house robbery
- expressions of sympathy for deaths of family members and friends
- rides to outpatient therapy
- nighttime rides to small group ministry
- hospitality for out of state UUs
- get well cards
- new baby needs
- home repair reference

And here is a partial list of our volunteers:

Mark Gardiner; Kate Gardiner; Chriss Meecham; Usha Spaulding; Don Walton; Colleen Bliss; Patricia Horton; Robert B Johnson; Paull Trane; Carolyn Erickson; Paula Julander; Peter Esko; Susie Johnson; Randy Lessley; Teresa Williams; John Diller; Nancy Howard; Teresa Bulkley; Paul Zimmermann; Jonathan Nolan; Susan Barnum; Renata Beer; Betty Anderson; Victoria Kennedy; Melanie Hall; Jerry Lazar; Maureen Gerard; joan proctor; Christine Ashworth; Erin Phinney Johnson; Joe Martone;

CARING NETWORK REPORT (CONTINUED)

Gertrud Carpenter; Emily Normandeau; Andrea Globokar UU; Patricia Renzetti; Wesley Green; Robert Broadhead; Ladd McClurg; William Hynes; Heather Sanders; Cali Letts; Amber & Bill DeBirks; Diane Johnson; Carol Romagosa; Dylan Zwick; Daniel Paterson; Danny Hartmann; Joyce Nielson; Matthew Boyce; Kelly Garrett; Charlie Johnson; Britt Coble; Mary Mitchell; Krista Bowers; Pam and Mark Molen; Marion Johnson; Marynell Hinton; Tom Goldsmith; Kasandra Atkinson; Sharon Strong; Tammy Stump; Kelly Goff.

Another new feature is a special Caring Network table where people can learn of our program and sign up for it. Stop by soon, and once you see how helpful you can be, you will want to join!

-submitted by Rev. Harold Straughn, Chair

SMALL GROUP MINISTRY REPORT

Small Group Ministry (SGM) is the heart of our church because it provides a secure, intimate setting in which people can share stories, experiences, ideas and feelings. As they expand personal horizons or explore interior spaces, group members develop lasting friendships. The cohesion of our congregation is dependent on those friendships.

More than 170 people registered on the church website for the 2013-14 SGM season. Leading 14 groups in monthly discussions were: Shirley Ray, Christine Wood, Don Walton, Joe Martone, Mark Gardiner, Flo Wineriter, Tom Goldsmith, Erin O'Connell, Christine Ashworth, Marianne Jozovich, Chris Meecham, Darlene Thayne, Bill Ashworth, Peter Grundfossen, Tom Price, Emily Normandeau, Anne Morrison, Rick and Colleen Bliss, Gary Widdison and Amy Brunvand.

John Rasmuson served as lead facilitator assisted by Sandi Greene as registrar.

Among the goals of the 2013-14 season were reducing the size of the groups to 12, increasing options for daytime meetings, and offering childcare. Two groups met on weekday mornings; two nighttime groups provided childcare.

Discussion topics included: "The End-of-History Illusion," "The Ides of March," "Happiness" and "A Gift of Failure." The May topic, "True Stories," concluded the eight-month season.

After many years of yeoman service as SGM facilitators, Flo Wineriter and Christine Wood have decided to relinquish their leadership roles.

Registration for the 2014-15 season commences August 31

-submitted by John Rasmuson

WHAT'S ON OUR PLATE REPORT

The mission of the "What's On Our Plate?" committee is to provide support for local, non-profit groups not already supported by First Church. Several times per year money collected during the offering is donated to an organization for the direct benefit of people served by that organization. Three organizations received donations during this church year. They were nominated by church members and friends, and contacted by a representative of the WOOP Committee. The congregation is educated about the local groups through articles in the Torch and Order of Service, as well as by representatives from the organization who speak at both church services.

What's On Our Plate has a web page under "Councils and Committees/Social Justice Council" on the SLCUU.ORG web site. A nominating form is available to nominate organizations to be recipients of the "What's On Our Plate" collection.

This church year a total of \$4,005 was donated to three local agencies. The February collection had to be rescheduled. A local, non-profit group was not nominated for May. WOOP collections are not normally done during November and December because of other holiday donations, and March, which is Pledge Month.

WOOP collections began in the 2007-2008 church year. Currently there are two openings on the WOOP Committee. The Committee is seeking direction from the Social Justice Council before filling these openings.

-submitted by Vickie Steffey

COFFEE HOUR

The Coffee Committee obtains the supplies, brews the coffee and provides warm hospitality during the Coffee Hour each Sunday. The remodeled kitchen made our jobs easier with reliable hot water and working light switches. However the 'newfangled' coffee maker took a bit of patience. Through it all we helped each other keep the coffee flowing.

We hope some of you will consider joining us on the other side of the window for Coffee Hour next year. You will make new friends and learn how to brew a cup like a barista!

Outgoing Committee Chairs: Gwen Trefts, Tom Oesleby and Brenda and Tom Goodwin

New Committee Chairs: Greg and Marion Johnson, Pauline Higgins and Jim Rossetto

-submitted by Marion Johnson

THEATRE GROUP REPORT

The theater group has had another successful year of building camaraderie through plays and musicals. We went to new plays (Eric Samuelson's "3") and old classics (Thornton Wilder's Our Town), and saw performances in five different theaters, not including our annual trip to the Shakespeare Festival in Cedar City. We're looking forward to another year of good theater, good food, and good conversation.

-submitted by Steve Glaser

DINNER AND DIALOGUE

I have enjoyed chairing the Dinner & Dialogue this year. Formally called Circle Suppers, I thought the new name was a more accurate reflection of these fun events hosted by our generous members. There will be a total of twenty dinners this year (September through June) with approximately 130 people participating. To me this is the core of our church- a chance to get to know each other and build a community of friendship and caring, all while enjoying good food and drink. Some dinners have been intimate gatherings, while others have accommodated larger crowds. I've heard good reports from all. Many have commented that none of the participants knew each other at the outset but were surprised at the quick rapport that developed and the interesting conversations that ensued. My hope is that we can expand Dinner & Dialogue next year to include some dinners targeted for singles or specific age groups, some larger pot luck events held in Elliot Hall and facilitate a way for folks to sign up on the churches website.

-submitted by Jan Crane

ART FAIR

Annual Arts, Crafts, and Children Fair will be held May 17, 2014. NEW THIS YEAR: We're inviting the local community to join us for an expanded Annual Arts, Crafts, and Children Fair on Saturday, May 17th. Eliot Hall will be transformed from 1 pm to 10:30 pm into a gallery of color by local artists, artisans, and authors, and the sanctuary and plaza will be full of live music. Food will be served throughout the day. Children's activities from 1 pm to 8 pm. This is a great time for members of the church to display their talent and enjoy the talent of others while raising funds and friends for the church.

-submitted by Bill Reed

SUMMER CAMPOUT

2014 Unitarian Universalist Inter-Congregational Annual Summer Camping Trip will be held July 24 - 27 this year. Where: Pine Valley North Group Campground site A, Pine located off the Mirror Lake Scenic Byway When: Thursday, July 24, 2014 – Sunday, July 27, 2014 (3 nights). How Much: \$30 per car for the 4-day weekend. Please Carpool if possible. Cost is per car because of limited parking. Cost is the same for 1, 2 or 3 nights.

-submitted by Bill Reed



Photos from last year's campout

SUMMER FORUM

Starting June 16 and finishing August 18, the ten Sundays of Summer Forum 2013 offered a variety of important themes and compelling presenters. This series is now 55 years old! Here were the speakers and themes:

June 16 - There's A Con Artist Waiting for You-No Matter Who You Are - Dr. Nancy McCormick, President of Utah AARP, director of state fraud prevention program

June 23 - String Theory: Music's Limitless Mysteries - Carl Johansen, violist with the Utah Symphony and pianist Ricklen Nobis

June 30 - Can Utah Become a Two-Party State? - Igor Limansky, Utah State Director, Organizing for Action

July 7 - A Good Word from Pope Francis—for Unitarians - Rev. John C. Wester, Bishop of the Catholic Diocese of Salt Lake City

July 14 - The Improvised Life: Cognitive and Spiritual Values of Jazz and Gospel - Courtney Smith, Jazz Vespers Quartet keyboardist and vocalist; accompanist of the Calvary Baptist Church Choir

July 21 - Role-Playing Your Death - Kelly Fogarty, ordained Buddhist monk and national hospice chaplain movement leader

July 28 - The Time To Think About Your Life Story Is While You're Living It - Dr. Victoria Burgess and Paulette Stevens, co-founders, Life Story Library Foundation

August 4 - Having "The Talk" with Your Parents: Good News About Senior Adults and Their Cars - Dr. Paulette Welch, Coordinator, Utah State Driver Safety Program

August 11 - Reflections on Leaving for Harvard Divinity School - Tim DeChristopher

August 18 - The New Resilience: Live Local, Healthy, & Cheap

- Jonathan Krausert gives a video walk through his edible lawn
- Barbara Pioli introduces the coop way to eat
- Church members take you on a taste tour of the church's garden
- Jim French, Andy Schoenberg, and Michael Havey demonstrate solar-powered vehicles
- Meara McClenahan offers guided tours of the church community garden

We also featured several musicians who added greatly to the value of each week. They include: Fran Wilcox, Ruth Ohlsen, David Horton, Krista Bowers, Alexis Baigue, Kathy Pedersen, Janet Balbierz, Bill Cutting, Jim Thornburg, Rebecca Heal, Erin O'Connell, Pauline Higgins, and Sonja Decker.

Anna Fannesbeck provided important child care for visitors, many of whom were not part of the First Church community.

Each week's enjoyment extended into the period following each program, with hospitality drinks and refreshments provided by Gwen Trefts, Tom Oesleby, Jim Rossetto, Pauline Higgins, Greg and Marion Johnson, Andy Andrews, Joan Hatch, Tom and Brenda Goodwin, and Fred Schwab

Finally, every Summer Forum event, whether taking place in the Chapel or in Eliot Hall or both, required the professional behind-the-scenes technical expertise of Lee Shuster and Don Walton for sound, light, video, computers, and the many other needs that now are state-of-the-art and easily taken for granted. But not by me!

- submitted by Rev. Harold Straughn, Summer Forum Director

