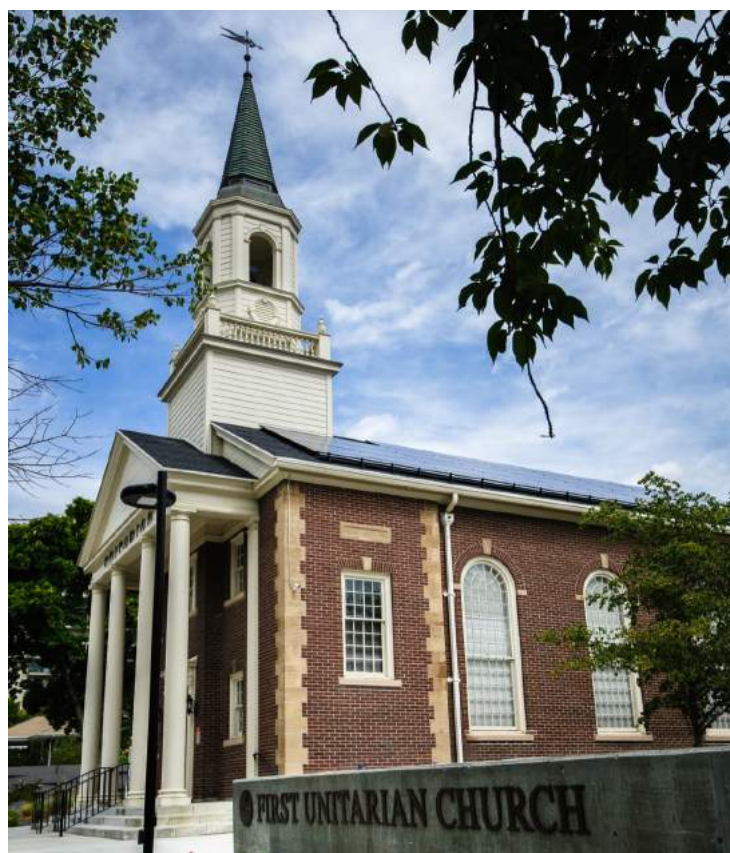


2019 ANNUAL REPORT

First Unitarian Church of Salt Lake City



Annual Report 2018-2019

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Many thanks to those that have shared their photos of our events and congregation; Monica Dobbins, Heather Drenckhahn, Amanda & Peter Esko, Amanda Finlayson, Ryan Kratzer, Ken Kraus & Philip Moos

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

CONGREGATIONAL MEETING AGENDA

First Unitarian Church
Annual Meeting Agenda
May 19, 2019

Welcome

New Members

Elections

Pledge Report

Budget

Capital Campaign

Courageous Opportunities

Senior Minister's Report

Assistant Minister's Report

Transition Introduction

Closing

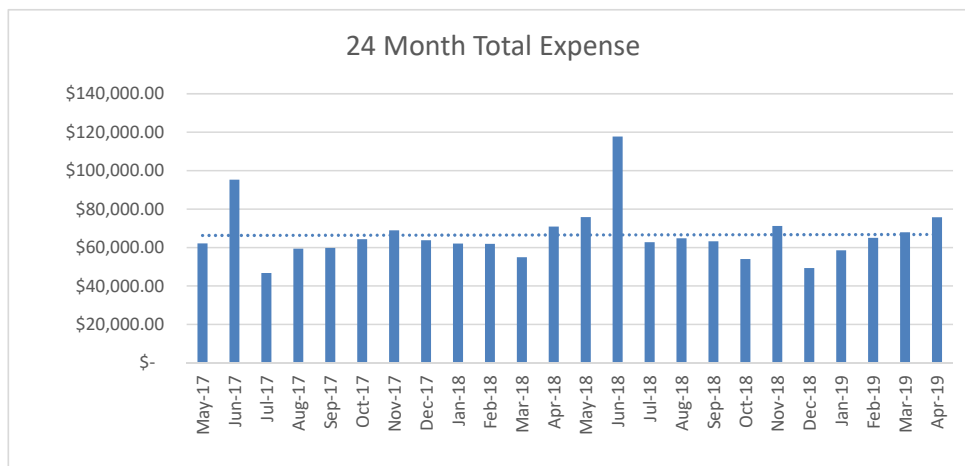
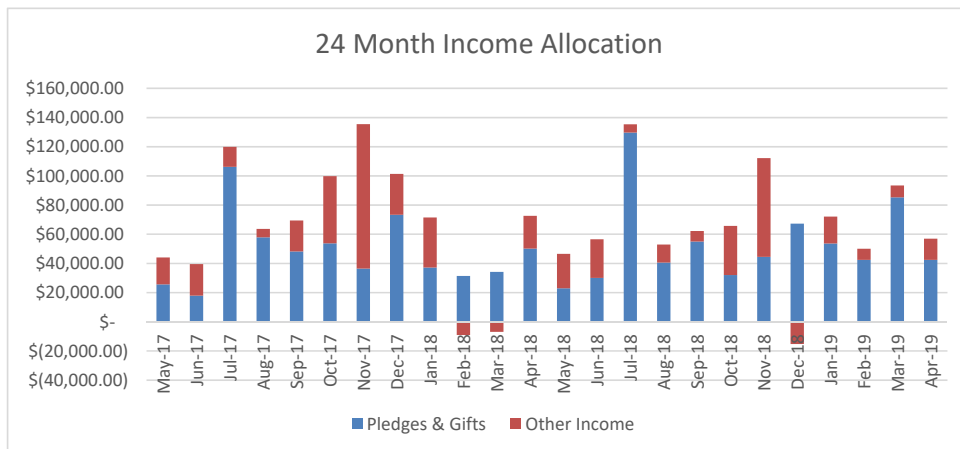
FINANCIAL REPORT

2018/2019 Financial Report

	YTD Actual	YTD Budget	YTD	Annual Budget
Pledges & Gifts	\$592,754	\$555,781	107%	\$ 604,840
Other Income	\$160,125	\$120,397	133%	\$ 130,750
Total Income	\$752,879	\$676,177	111%	\$ 735,590
Total Expense	\$632,848	\$559,518		\$ 758,590
Net	\$120,031	\$116,659		\$ (23,000)
			Endowment	\$ 21,467
			Ministerial	\$ 3,000

Financial Notes for April 2019

	Actual	Budget	Month
Pledges & Gifts	\$42,442	\$46,865	91%
Other Income	\$14,481	\$11,902	122%
Total	\$56,923	\$58,766	97%
Total Expense	\$75,769	\$57,949	131%
Net	-\$18,846	\$817	



FIRST UNITARIAN CHURCH OF SALT LAKE CITY

2019-2020 PROPOSED BUDGET - SUMMARY OF CHANGES

INCOME

Net overall decrease of 3% based on the following changes:

Pledges: -5%

- Pledge line item: decrease of 5% based on trends to date. (Pledge drive goal of \$552,000 discounted by 3% = \$535,440 incl. UU Service Committee: 337 members certified, and Gifts = \$30,000)

Other Collections: -14%

- NOTE: Jazz Vespers program ended after 30 years; \$6000 pass-thru to \$0
- Collection Plate increased to \$22,500 based on actual income: 11%

Rental Income: -5%

- Church Ceremonies budget decreased to \$3000 based on current actual numbers:
18/19 \$5,000
19/20 \$3,000

Fundraising: 15%

- Auction budget increase of 17% based on actual income:
18/19 \$50,000
19/20 \$60,000

EXPENSE

Net overall decrease of 3% based on the following changes:

Church Programs: -77%

- Jazz Vespers discontinued
- Music / Choir decrease of \$1,500 based on actual expense trends
- RE, RE Council, Adult Ed overall decrease of \$2,500 based on actual expense trends
- Summer Forum decrease of \$500 based on actual expense trends
- Sunday Flowers decrease of \$600 based on actual expense trends
- NEW Expense line items added:
 - Board Discretionary \$500
 - Assistant Min. Discretionary \$500

Church Committees: -4%

- Membership / Volunteer decrease of \$1,000 based on actual expense trends
- Social Justice decrease of \$3,000 based on actual expense trends

Utilities: -10%

- Decrease over all line items based on actual expense trends

2019-2020 PROPOSED BUDGET - SUMMARY OF CHANGES CONTINUED

Building: 1%

- Bldg/Ground Maint increase of \$500 based on actual expense trends
- Property tax decrease of \$250 based on tax-exempt status (zeroed out)

Office Expense: -12%

- Postage expense decrease of \$700 as we no longer rent a postage meter
- Office supplies / Bank charges decrease of \$2,525 based on actual expense trends

Other Expense: -10%

- Website maintenance decrease of \$60 based on actual expense trends
- Denominational affairs decrease of \$1000 based on actual expense trends
- Parking lot rental annual increase of 2%

Salaries: -1%

- No annual increase
- Fluctuations (decrease) due to long-tenured staff replaced by new staff (Administrator) affecting insurance etc.
- Professional development decrease of \$4,500 across all professional staff

FIRST UNITARIAN CHURCH OF SALT LAKE CITY

2019-2020 PROPOSED BUDGET

		Jul 18 - Jun 19	Jul 19 - Jun 20	Difference
INCOME:	<i>Pledges</i>			
	Pledges & Gifts-Discounted @ 3%	\$ 595,840	\$ 565,770	-5%
	Pledges, Prior Year	\$ 9,000	\$ 9,000	0%
	Total Pledges	\$ 604,840	\$ 574,770	-5%
	<i>Other Collections</i>			
	Plate	\$ 20,000	\$ 22,500	11%
	Coffee Hour	\$ 2,000	\$ 2,000	0%
	Jazz Vespers	\$ 6,000	\$ -	N/A
	Total Other Collections	\$ 28,000	\$ 24,500	-14%
	<i>Rental Income</i>			
	CCNS Building Rental	\$ 25,000	\$ 25,000	0%
	Other Building Use	\$ 10,000	\$ 10,000	0%
	Church Ceremonies	\$ 5,000	\$ 3,000	-67%
	Total Rental Income	\$ 40,000	\$ 38,000	-5%
	<i>Fundraising</i>			
	Auction	\$ 50,000	\$ 60,000	17%
	Art Festival	\$ 6,000	\$ 6,000	0%
	Total Fundraising	\$ 56,000	\$ 66,000	15%
	<i>Other Income</i>			
	Operating Fund - Int & Dividend	\$ 750	\$ 1,750	57%
	Christmas Fund	\$ 6,000	\$ 7,000	14%
	Total Other Income	\$ 6,750	\$ 8,750	23%
TOTAL INCOME		\$ 735,590	\$ 712,020	-3%

EXPENSES:	NON PERSONNEL EXPENSES			
	<i>Church Programs</i>			
	RE - General	13,000	11,500	-13%
	RE Council	1,000	500	-100%
	Adult Ed	500	0	N/A
	Guest Speakers	800	800	0%
	Music & Choir	9,000	7,500	-20%
	Summer Forum	2,500	2,000	-25%
	Coffee Hour Exp.	3,000	3,000	0%
	Audiovisual	2,000	2,000	0%
	Celebration Sunday	3,000	3,000	0%
	Leadership Training	400	400	0%
	Sunday Flowers	1,200	600	-100%
	Pledge Committee	1,500	1,500	0%
	GA Fees (1 staff, + remote del)	1,000	1,000	0%
	Minister's Discretionary	1,000	1,000	0%
	Jazz Vespers (pass thru)	6,000	0	N/A
	NEW Assistant Minister's Discretionary	0	500	100%
	NEW Board Discretionary	300	500	167%
	Total Church Programs	46,200	35,800	77%

FIRST UNITARIAN CHURCH OF SALT LAKE CITY

2019-2020 PROPOSED BUDGET CONTINUED

Church Committees

Auction Expenses	15,000	15,000	0%
Hospitality Committee: Membership / Volunteer	1,400	1,000	-40%
Art Festival	5,000	5,000	0%
Social Justice	1,700	1,400	-21%
Anti-Racism Committee	300	0	N/A
Worship Arts Council	300	300	0%
Caring Network	300	300	0%
Total Church Committees	24,000	23,000	-4%

Utilities

Telephone & Internet	8,925	7,500	-19%
Gas	7,072	6,000	-18%
Electricity	7,980	8,063	1%
Water	5,302	5,000	-6%
Garbage	1,418	1,400	-1%
Total Utilities	30,697	27,963	-10%

Building

Bldg/Ground Maint	12,500	13,000	4%
Maintenance Organ/Piano	1,000	1,000	0%
Property Tax	250	0	N/A
Property Insurance	9,300	9,300	0%
Elevator Monitoring	2,000	2,000	0%
Fire Alarm Monitoring	1,000	1,000	0%
Total Building	26,050	26,300	1%

Office Expense

Postage	2,700	2,000	-35%
Office Supplies	11,000	9,000	-22%
Copy Machine Lease/Serv/Supp	9,000	9,000	0%
Accounting	2,500	2,000	-25%
Bank Charges	75	100	25%
Credit Card Service Fee	3,750	3,750	0%
Total Office Expense	29,025	25,850	-12%

Dues Expense

UUSC Cont. @ \$1 per member	330	337	2%
UUA / MDD Dues (Fair Share \$60)	19,800	28,948	32%
UUA Dues (now combined with MDD)	8,580	0	N/A
Total Dues Expense	28,710	29,285	2%

Other Expense

Website Maintenance	1,860	1,800	-3%
Picnic Exp (Gen Fund)	700	700	0%
Denominational Affairs	1,000	0	N/A
Staff Appreciation	500	500	0%
Parking Lot Rental	7,140	7,283	2%
Iron Blossam Fees	300	300	0%
GA Delegates- Congregation	1,000	1,000	0%
Total Other Expense	12,500	11,583	-8%
TOTAL NON PERSONNEL EXPENSES	197,182	179,781	-10%

2019-2020 PROPOSED BUDGET CONTINUED

PERSONNEL EXPENSES				
Salaries	433,215	403,216	-7%	
Health Insurance	32,234	33,523	4%	
Dental, Life, LTD	9,738	9,438	-3%	
UUA Pension Plan	37,775	37,775	0%	
Prof. Development & Prof. Expenses	12,000	7,500	-60%	
FICA/Medicare/Workers Comp	23,392	22,708	-3%	
Payments in lieu of FICA (Ministers)	13,054	13,054	0%	
TOTAL PERSONNEL EXPENSES	561,408	557,214	-1%	
TOTAL ALL Gen Fund OPERATING EXPENSES	758,590	736,995	-3%	
Ministerial Assistance Fund	-3,000	-4,000	25%	
Endowment Fund	-20,000	-20,975	5%	
TOTAL EXPENSES	735,590	712,020	-3%	
Net Income:	\$ 0.00	\$ 0.00		

RESTRICTED FUNDS BALANCE as of 4/30/19

Plant Fund	\$ 12,000	RE: Our Whole Lives Fund	\$ 5,500
Maintenance / Upkeep (Long-Term)	\$ 10,000	RE: High School Service Trip	\$ 12,500
Contingency Fund	\$ 95,000	Social Justice Restricted Fund	\$ 2,500
Jazz Vespers Fund	\$ 3,600	Refugee Resettlement Committee	\$ 2,200
Minster Relief fund (Poor Fund)	\$ 1,400	Sanctuary Fund	\$ 10,800
Emergency Family Relief Fund	\$ 3,000	Environmental Ministry Fund	\$ 2,800
VOA - Homeless Teens	\$ 1,900	Garden Group	\$ 400
Caring Network Fund	\$ 200	Picnic Fund	\$ 1,400
Music (David) Fund	\$ 1,100	Ministerial Assistance Fund	\$ 15,000
Annual Campout Fund	\$ (700)	AV/IT Fund	\$ 6,500
RE: Coming of Age- Boston Fund	\$ 5,000	Endowment Investment Fund	\$ 1,100,000
Restricted Funds Total:		\$1,292,100	

Note: Fund balances are approximate pending final year-end check.

BOARD NOMINEES/NOMINATING COMMITTEE

SANDI GREENE

I began visiting First Church in 2008 and it didn't take long to know that I had found a community of like minded people where I felt a strong sense of belonging. I have never looked back. My first "job" was on the auction committee that same year and with the exception of one, I have served every year on that Committee procuring for and overseeing the live auction. I love fund raising and have organized several fundraising events on my own on behalf of First Church. I served a term on the nominating committee and have been the Small Group Ministry "registrar" for several years. I have facilitated several small groups over the years and love the program. I am a member of the Emerson Society and have included First Church in my estate plan.



I began working at the University of Utah over 30 years ago and have had a long, wonderful career. In 2010 I retired from my position as the Administrative Director of the the National Institutes of Health funded General Clinical Research Center at the School of Medicine. I returned to work in 2014, again at the School of Medicine in the Department of Biomedical Informatics in a Program Manager position funded by the National Library of Medicine. I decided to give retirement a try once again in July of 2018 and found that I just cannot stay away from the University of Utah. I returned to work last January joining the development staff at KUED. My focus is planned giving and it is truly a dream job, especially at this point in my life. Someday I will retire for a third time but I don't know when. I am just having too much fun doing what I love while hanging out in a PBS environment all day.

I am married to Doug Greene and we have four grown sons, five grandchildren and a cat named Sadie Magoo.

DARLENE THAYNE

My name is Darlene Thayne, and I have been attending the Unitarian Church for maybe 15 years or so. I have four children, 14 grandchildren and became a widow in 2010. I taught mostly fourth grade for about 20 years and loved it – most of the time! I live in Bountiful and come from an L.D.S. background which took me a very long time to overcome. This church is where I have found peace, authentic purpose, intellectual stimulation, and friendships that I could have only imagined in my earlier life. I am in awe of the caliber of people I meet here and consider it my home base for living an “examined life.”

I have served our church in many capacities including the refugee program, Religious Education, mentoring, Dinner and Dialogue, co-chaired the Pledge Drive, assisted with Summer Forum, Small Group Leader and have participated in many classes and fund-raising events which have all given me great satisfaction! I am a bit intimidated and out of my comfort zone with being asked to serve on the Board of Trustees but believe it will be a new and interesting challenge for growth.



BOARD NOMINEES/NOMINATING COMMITTEE CONT.

DOT VERBRUGGE

I have been a member of First UU since 1998. I have taught RE at every age level, giving me a rich appreciation for what our church can offer each age group and how we can support our multi-generational church community. I've participated in and led Small Group Ministry groups, which have encouraged a deeper understanding of some of our differences and simultaneously supported stronger individual relationships. I currently also serve as a member of the Endowment Committee, which allows me to participate in planning for our church future and contribute to our financial stability. Participation in these roles over the last 20+ years has allowed me to obtain a balanced perspective on our UU past, present needs, and future growth.



I am also a Family Physician who has worked in the Health Insurance industry for over 15 years, with special interests in Medicare Advantage, Case Management, Wellness, and Team Building.

In my "spare" time, I spend as much time as possible with my two boys, Jonny (18) and Joey (16), and I enjoy hobbies such as cycling and other fitness activities, pottery, reading, baking, and other random activities with friends.

MARION JOHNSON

My name is Marion Johnson. I am honored to serve as a new member of the Nominating Committee. I have attended the Unitarian Universalist Church for approximately 14 years. It is the only church I have ever attended as I come from a long line of agnostics and a few atheists. Church was something other people did. But one bright spring morning my mother asked me to go with her to check out an interesting little church downtown. One visit and I was hooked. I loved the sermon, the music and the principles. Over the years I have met many good friends and received loving support from Reverend Goldsmith during difficult times.



I have a degree in Latin and Ancient Greek from the University of Utah. All I can say is that It has served me well when playing word games. My first real job was as a typist at the Office of Recovery Services, Utah's child support agency. I eventually became the Deputy Director and retired after 25 years. I met my husband, Greg, there and we shared an office wall for most of our careers. We have two boys, two daughters-in-law and four granddaughters who are all very dear to us.

Greg and I believe that in addition to pledging, it is important to serve the church. We have volunteered for Coffee Hour, the Auction, Orientation and various ad hoc activities. Most recently I joined the Hospitality Committee because I saw too many new people standing alone during Coffee Hour. We developed a comprehensive plan to welcome visitors and help them integrate into church life. We also became an informal information table for existing congregants. It has been a rewarding and fun job. I look forward to continue serving the church.

NEW MEMBER LIST

2018	Orn	Dawn	8/9
2018	Langer	Audrey	8/20
2018	Langer	Robert	8/20
2018	Pringle	Virginia	10/5
2018	Zimmerman	Paul	11/4
2018	Engel	Jonathan	12/13
2018	Bower	Linnea	12/13
2019	Hubert	Aidan	1/11
2019	Hubert	Lisa	1/11
2019	Barton	Louise	1/30
2019	Barton	John	1/30
2019	Hoffman	Laurie	2/13
2019	Christiansen	Alison	2/24
2019	Christiansen	Ron	2/24
2019	Hart	Marita	3/7
2019	Hart	Bernie	3/7
2019	Gray	Sylvia	3/10
2019	Jarvis	Susan	3/11
2019	Jarvis	Bill	3/11
2019	Brown	Stephen	3/21
2019	Taft	Tina	3/28
2019	Campbell	Ruth	4/1
2019	Kleinschmidt	Julia	4/4
2019	Gandy	Paul	4/14
2019	Gandy	Jan	4/14
2019	Smith	Eve	4/15
2019	Monahan	Chris	4/15
2019	Wittmer	Sherri	4/15
2019	Bess	Marianne	5/13

MINISTER'S ANNUAL REPORT - REV. TOM GOLDSMITH

There is much for which to be grateful. As I officially announced my retirement in our worship service, scheduled for the summer of 2021, July 31st, 2021 to be precise, a multitude of emotions stir within. Salt Lake City has been my home for 32 years, and this church community has been fully integrated into my life and spirit for the same length of time. Sometimes it feels impossible to separate First Church from who I am. A long ministry committed to one church offers a unique experience and perspective. First Church has not only been my livelihood, but my source of meaning in an otherwise confused and chaotic world. I am grateful to you and to the generations of inspiring church members who have cycled in and out of this community for more than three decades. Many friends are counted among those I have been so fortunate to minister to and with. Some of you have been with me through the entire length of my ministry. It feels we may be joined at the hip. Thank you for longstanding trust and support.

And to all the new friends, it has been sheer joy to work with you in carrying on our novel tradition as a progressive house of worship. But in a real sense, it's a bit premature to signal a goodbye at this point. With a bit of good fortune, we still have two years together in which to continue our fruitful work. A good chunk of time remains for us to reach for new goals and achieve them.

In the church year we have just concluded, I find myself grateful to an extraordinary staff of full-time professionals and hourly support staff. Carol Foster, our new administrator this year, feels almost indispensable already. Amanda Esko, our religious educator, has completed two years in her new role. Our religious education program could not be in better hands. Her assistant, Lissa Lander, offers ten extra pairs of hands in miraculous ways. Our assistant administrator, Stefanie Park, has completed two years now, and her confidence and rapport with everyone is priceless.

The old gang: David Owens, Layne Owens, David Zabriskie, and Holly Stuart provide countless years of continuous support to this church. There's never a week that goes by that I don't remind myself never to take them for granted. The whole staff could not be any more committed to the church. We are blessed.

Speaking of blessings...Our Assistant Minister, Rev. Monica Dobbins, has completed two amazing years in her ministry in this church. Her focus on social justice, her talent in the pulpit, her role as teacher, all contribute to shaping a powerful addition to the ministerial team serving First Church. I am truly grateful for her gifts and sensibilities.

Personally, it has been an emotionally fulfilling year. Our church's embrace of sanctuary has given (literally) hundreds of us the unique opportunity to serve Vicky Chavez and her two daughters during very trying time these past 16 months. Vicky has helped us through the difficulties of waiting endlessly for justice to find the light of day by keeping a hopeful disposition. In my next life I plan on becoming an immigration lawyer. I hope by then it will be easier due to a change in national leadership.

I have been engaged in both the legal and political processes. As of this writing, Vicky is still waiting for her lawyer to present oral arguments to the Tenth Circuit Court for reopening her asylum case. We are inching forward. I have also involved our elected leaders in pursuing various political solutions. Rep. Ben McAdams has been especially helpful. I have also visited with the staff of Chris Stewart and have spoken with Senator Romney's "field leader." Clearly we need to work across the aisle for new legislation to have any effect. Perhaps questions from you directly will better help satisfy your interests in exactly where we stand at this point.

This has been a busy year on many levels. For the denomination, I have been working with our UU Fellowship in St. George. Locally, I have joined the Faith Leaders Roundtable, which concentrated on a religious response

MINISTER'S ANNUAL REPORT CONTINUED

to child abuse and making our respective houses of worship as safe for children as possible. I have also been asked to join the advisory board to the Interfaith Roundtable.

Our church remains highly visible in making Salt Lake City a better place for those who have no access to power. In addition to our volunteers working in tandem with the International Rescue Committee, (furnishing apartments for refugees); Volunteers of America, (feeding homeless teenagers); Planned Parenthood (lobbying the legislature for more progressive outcomes); we are beginning to form a partnership with The Inn Between, a hospice for the homeless. We are currently negotiating a way for our church to build a memorial garden at the Inn as well as reaching out to them with their IT needs. (It's just a beginning).

It has also been my pleasure working with a great team organizing our capital campaign. The co-chairs, Allan Ainsworth and Colette Herrick offer strong leadership and demonstrate a loving commitment to First Church.

The church is also engaged in writing a history of our church from 1991 -2020, the years following the last book which was published for our centennial. This current book, still a work in progress, will be exclusively online, a tremendous breakthrough in technology while offering a clear vision of how the future of "books" will unfold.

And then I had fun. It brings me great joy to occasionally facilitate our Family Fun Night, Young Adult Group, and Friendship Manor.

And finally, as a sign that my professional life as your minister is winding down, Jazz Vespers has finished its sensational run here after 30 years. My heart overflows with sentiment and gratitude for the success Jazz Vespers has enjoyed. We have had tremendous musicians grace our church, but the one who made it all possible from a sound engineering perspective was Lee Shuster. Lee mentored a core of young sound engineers through the years, and recorded some of the best music ever produced. I am also grateful to Courtney Smith and David Halliday whose band anchored the series for the last ten years. But much love also extends to our first jazz pianist, Vince Frates, who helped me launch the program back in the dark ages. He stayed with us for 13 years until he moved west. He never missed a Sunday. And Steve Keen served us extremely well as music director following Vince.

Our church community suffered some deep losses this year. May we take a moment to honor:

Flo Wineriter

Margie Coombs

Irene Fryer

Lynda Garlick, who served as our student intern a year ago and sadly took her life.

Richard Anderton

We are reminded how strong our church community is, held together by bonds of loving friendships. We are reminded how fragile our church community when we need to say farewell to those with whom we have shared much affection and many church functions and celebrations. We hold a place in our heart for all our departed friends who entered our lives through the church, grateful for their gifts that strengthened our community.

Respectfully submitted,

Rev. Tom Goldsmith

ASSISTANT MINISTER'S REPORT - REV. MONICA DOBBINS

The spring flowers have bloomed in the Salt Lake Valley, the air is crisp and clear, and I'm rejoicing in gratitude at the close of a successful second year with this congregation. I'm delighted to say that the congregation continues to be healthy, strong, and courageous; a haven for free religious thought and for heart-centered spiritual practice; and a wonderful place to work. Thank you to each one of our members and friends for your commitment to our shared covenant and mission.

Religious Education: The greatest success of this year was the introduction of our Faith Forward religious education series for adults. This curriculum was developed by the UU Church of Dallas, TX, and provides faith formation opportunities for people in every stage of UU faith development, "from visitor to leader". We offered the following classes, and intend to do the same next year:

- Beyond Inquirers: the next step for new members who have taken a UU Orientation class, or those interested in joining our congregation
- UU Theology: the theological roots of Unitarian Universalism, and how our theologies have changed over time
- UU History: key concepts from our past, told through the lives of our ancestors in faith, and relating those concepts to how we live out our faith today
- UU Elevator Speech: how to talk to anyone about why you are a Unitarian Universalist. Next year, we plan to offer this class as a Saturday workshop.

Many, many thanks to **Christine Ashworth** for co-teaching these classes. We are looking for teachers to join us next year – our plan is to expand the offerings over time, by recruiting lay teachers to help teach the introductory classes. If you feel called to help teach one of these great classes, please reach out to me!

Hospitality and Membership: We are pleased to welcome over 25 new members to our congregation this year! Under the leadership of **Marion Johnson, Nancy Howard, Marc Peterson, and Jack Avery**, the Hospitality Team has had another stellar year. We held three UU Orientation classes and a lovely New Member Ceremony, along with a Greeter Training early in the year. The Welcome Table continued its focus on streamlining its procedures and connecting visitors with committee heads in a hands-on way, so that visitors get to know people and make friends quickly and find educational and service opportunities for easier integration into the life of the congregation.

Social Justice: Our work in solidarity with Vicky Chavez continues for another year. I am so grateful to the members of the **Sanctuary Steering Committee, under the leadership of Joan Gregory**, for their indefatigable commitment to keeping things going. This effort requires an enormous amount of attention to detail, sensitivity to anti-oppression practices, and just plain love – and it's not easy. My own role has been primarily one of pastoral support; I did oversee the one-year anniversary commemoration in January, and have also provided media presence when necessary.

Once again this year, I continued my work with the People's Justice Forum, a grassroots community lobbying group spun off from Planned Parenthood and advocating for a wide range of justice issues during the Utah State Legislature. In the second week of the session, I participated in a clergy sit-in at the Legislature, blocking the doors of the House of Representatives in protest of the dismantling of Proposition 3 which would have made Medicaid available to thousands of low-income Utahns.

ASSISTANT MINISTER'S REPORT CONTINUED

Interfaith: Rev. Tom and I continue to partner with local clergy of many faiths and denominations to strengthen the collective liberal voice of faith in the Valley. Once again this year, we will participate in the Pride Interfaith Worship service, to be hosted by our United Methodist neighbors in bold defiance of their denomination's stance on LGBTQ+ inclusion.

Professional Development: This year, I fulfilled one of my goals of publishing my writing in denominational publications; I published pieces in the Journal of Unitarian Universalist History, in the denominational blog Braver/Wiser, and a meditation will be published in a forthcoming meditation manual to be released by Beacon Press next year. I participated in the Jesus Seminar's annual tour which made a stop in Salt Lake City and was hosted by our congregation. I have also completed the UUA's Professional Interim Training course, which helps prepare UU professional staff for ministerial transitions and for the work of interim ministry. I continue to meet with my amazing Committee on Ministry (**Christine Ashworth, Phil Davis, Marlin Taylor, Erin Phinney Johnson, and Debbie Bieber**) and my ministry mentor, Rev. Jen Crow of Unity Church in Minneapolis, as I pursue Final Fellowship as a minister in the UUA.

Finally, I'd like to say what a joy it has been to work with such a wonderful professional staff: the Religious Education team under the visionary direction of **Amanda Esko** and **Lissa Lander**; the incredible musical and pastoral talents of **David Owens, David Zabriskie, and Holly Stuart**; the dynamic administrative duo of **Carol Foster** and **Stefanie Park**; the watchful stewardship of our sexton **Layne Owens**; and finally, the friendship and collegiality I share with **Rev. Tom**. It is a pleasure and a privilege to work with these fine people every day.



RELIGIOUS EDUCATION REPORT - AMANDA ESKO

Behind the doors in Eliot Hall, the Religious Education Community is continuing to thrive. Children's Chapel, UU of the Week, readers theater, social justice, and art can all be found every Sunday through those doors. It is one of my greatest honors to be trusted to lead this very special community.

Religious Education Staff

As a community, First Unitarian Church has committed time, resources, and financial commitment to our entire Religious Education paid staff. Staff planned curriculum, researched resources, listened to heartache, played in the sunshine, and worked with the outside community. Our paid professionals are invaluable to the Religious Education department of First Unitarian Church.

Amanda Esko, Director of Religious Education

Lissa Lander, Religious Education Assistant

Jennifer Haertel, Childcare

Bethany Moos, Childcare

Emma Seiger, Childcare

Religious Education Teachers

There are no words to describe the gratitude we all feel for our Religious Education Teachers. Our teachers are dedicated members of our First Church community. Week in and week out these incredible adults give of themselves to our youth and community. Since we're speaking of teachers, let's do a little math. Each week, at least 13 people volunteer in Religious Education. We have Religious Education for 37 weeks. That's 481 different volunteers shifts each year. If each of those shifts spent 2.5 hours a week planning and being in class (and that is probably a low number) so, that is 1,202.5 volunteer hours this church year. Let me say that again, for Religious Education to continue at First Church this year, we needed ONE THOUSAND, TWO HUNDRED AND TWO volunteer hours. And we did it. Without these steadfast volunteers and the financial support of the community, Religious Education would not happen. Thank you to everyone for working so hard to create a beloved religious education community.

Lower School Teachers:

Carrie Black, Melissa Bond, Kevin Emmerson, Kira Kilmer, Kendra Smith, Raleigh Smith

Upper School Teachers:

Karin Baumgartner, Cooper, Jennica Davis-Hockett, Derek Gersdorf, Kris Lander, Ian Mitchell, Jillian O'Karma, Usha Spaulding, Kristin Quinn

We would also like to acknowledge these families who went above and beyond to volunteer in our classrooms more than the suggested times(3 times per child/year). As a cooperative program, without parent involvement things classes just can't happen! Thanks to: Chaston Family, Liu-Rusay Family, Pino Family, Finlayson-Moore Family, Duchon Family, and the Fonnesbeck-Kratzer Family.

Special Events

As always, RE was abuzz with events and activity throughout the church year. These events included annual favorites such as the Halloween Party, Holiday Party, San Esteban Giving Tree, Christmas Pageant, Solstice worship service and Fundraising Dinner, and the Art Fair.

RELIGIOUS EDUCATION REPORT CONTINUED

In addition to these events, new opportunities arose. In October, we hosted the Mountain Desert District Fall High School Con. Over 60 youth from around our district gathered in community and spent the weekend at First Church. This was hosted with support from our neighboring congregation, South Valley Unitarian Universalist Society. As part of their fundraising efforts, the High School class hosted a Coffee House in February. In addition to live music from Miles Lee, a senior in our High School Class, and his band, a silent auction was also available. In the spring, a new intergenerational event was created, a Spring Equinox Potluck. Over 70 people, from across the age span attended. Activities, such as chalice painting, were available for participating youth. The evening was a smashing success and will hopefully be continued in the years to come. Family Fun Night continued throughout the year, including a special intergenerational night in May 2019. During this Family Fun Night, the Utah Suicide Coalition was invited to present a training on suicide awareness and intervention.

Lower School: Mindfulness Matters

Mindfulness has been the RE theme in the lower school during the 2018-2019 church year. The year was spent adding mindfulness tools to our emotional toolbox. We explored gratitude, and body awareness, affirmations, our interconnected web, and self-care.

As we studied mindfulness, we also had regular classes! Kindergarten and First grade looked at the rituals and traditions of our UU faith with the UUA curriculum, Signs of Our Faith. Second and Third Grade studied one of our six sources, the Hebrew and Christian bible, with the curriculum Bibleodeon. They performed plays, recreated temples, and designed illuminated text. Fourth and Fifth grade began a two-year journey with the Harry and the UU curriculum. This curriculum is focused on social justice. The group fought the Horcrux of poverty by holding a food drive, collected books for illiteracy, and started a petition against child labor in cacao fields.

Lower school also continued their ongoing social justice project with the Volunteers of America Homeless Youth Shelter Sandwich Sunday. Each month, youth packed over 40 sack lunches for the youth at the shelter. We would like to recognize Peter Esko for becoming this year's sandwich maven, volunteering to lead almost every month's sandwich project. Thanks Pete!

Art

This year our own RE artist, Lissa Lander, took the helms of the lower school art program. Over 9 weeks, young artists created canvases of peace doves, stippled chalices onto mugs (which were sold as a fundraiser at the Spring Arts Fair), bent wire and beads to create sun-catcher flames, made t-shirts, created fonts and learned about illuminated lettering.

The largest art project of the year was the collaborative canvases created for Little Chapel. These seven canvases were a collaborative project completed by the children in our Religious Education program and their teachers. Each canvas represents one of our Seven Principles; the third canvas includes our Six Sources which give us inspiration. In addition to learning the principles and sources, our kids experimented with concepts and techniques in art with talented members of our congregation. These included photography, colored pencils, graphic design, watercolor, and crafts.

This year, our art program really fulfilled its ultimate mission within our community of incorporating our Unitarian Universalist values through art. Thank you, Lissa, for your creativity and commitment to the youth of our community.

RELIGIOUS EDUCATION REPORT CONTINUED

Upper School

Three different classes were offered in the upper school this year. Sixth and Seventh grade studied world religions. They visited over 7 different faith communities in the Salt Lake Valley, including Congregation Kol Ami, Calvary Baptist, Sri Ganesha Temple and others. The eighth and ninth grade class spent the entire year on the OWL curriculum for those grades. Multiple groups, including an LBGT panel and Planned Parenthood visited with that class this year. High School (tenth-twelfth grade) spent the year working on understanding their own identity, and that of others through multiple lenses: migration, gender discrimination, and racial justice. They culminated the year with a youth-led worship service on April 28th.

High School Trip

As a capstone to their year studying identity, the High School class is traveling to Alabama in June of 2019 to visit several Civil Rights sites. Accompanied by Rev. Monica Dobbins and Tim Chambless, the youth will travel to Selma, Montgomery, and Birmingham. To put the sites in context for the current state of civil rights work in the south, they will also meet with local civil rights activist and UU leaders. This will surely be a trip to remember.

OWL

This church continued its commitment to bringing high-quality sexuality education to our community and Salt Lake City at large by offering Kindergarten-Second Grade and Eighth/Ninth grade OWL with 37 youth and families participating this year. We would especially like to thank our teachers listed below.

OWL Teachers:

Heather Drenckhahn, Di Johnson, Nancy Moos, Phil Moss, Britt Rose, Dan Rose, Raleigh Smith, Marlin Taylor, Erin Johnson, Matt Wilson,

As we look towards next year, First Church will continue to offer youth and families many of our favorite programs, such as Coming of Age, OWL, and Family Fun Night. We will add to this list new offerings, such as an updated Holidays and Holy Days, Popcorn Theology, and beginning of the year Family Potluck Picnic. Our dynamic faith community requires us to grow and change. I look forward to us all growing together.

Submitted Respectfully,
Amanda Esko
Director of Religious Education



RELIGIOUS EDUCATION REPORT CONTINUED



MUSIC DEPARTMENT REPORT - DAVID OWENS

As the 2018-2019 church year draws to a close, the Music Department has yet another year of Worship Through Music to reflect on.

David Owens is concluding his 20th year as Director of Music at First Unitarian Church. He continues to enjoy his collaboration with Holly Stuart – Assistant to the Chancel Choir (her range of involvement and contribution is vast), and David Zabriskie -Associate Director of Music. Dr. Zabriskie brings a wealth of talent, not only as a noted composer, but as a Conductor and Musician par excellence. The beginning of David Zabriskie's 7th year with us saw perhaps our greatest growth change in some time. That was the initiation of a "Second Choir" here at First Church. The formation of The Chalice Singers has allowed us to not only accommodate a burgeoning number of choir members, but also present an allowance for a group of singers who wish to dedicate a greater time commitment to the Music Program than is required by The Chancel Choir – our continuing "flagship" choir for the church. Joint, and individual "Singing Sundays" throughout the church year have given the opportunity to learn and grow quite successfully; both as musicians, and as an organization. We look forward to next year as we further refine and define these singing groups.

It might be noted that the position of Assistant to The Chancel Choir (Holly), and that of Associate Director of Music (Dave Zabriskie) are Contract Staff positions. That of The Director of Music (David Owens) is Position Staff Member (Salaried).

In addition to the Directorship, acknowledgement must be given to our two respective choir presidents. Andy Walker has moved his 7 year mantle of Choir President to The Chalice Singers, and this year Alison Christiansen most admirably and ably took the reins for The Chancel Choir. The level of commitment and attentive involvement by these two individuals cannot be explained. Nor can the gratitude owed them for their efforts. Thank you both so very much!

Without name, but certainly with gratitude as well are the many others who contribute thoughts, ideas, effort, contributions of myriad sorts and endless dedication in helping our department operate successfully. From those hauling and moving chairs and pianos every week for rehearsal to the endless pushing and sorting and filing of music scores.

Under the leadership of David Owens, our Junior Singers continue to bless the church with their youthful singing voices not only on many Sanctuary Sundays, but also at a number of cultural and social events throughout the church year.

He has been invaluablely assisted this year by Nikki Blackburn and Lara Haynes

As always, it is the charge of the Music Department to offer and contribute to the Worship Service by adding our musical voice. And often this year it was aided by the presence of some of Salt Lake's finest soloists and musicians. Their guest appearances are always a delight and a treat for all of us.

Special events continue peppering our calendar throughout the year, and again we saw our usual dates of Thanksgiving Sunday, Lessons and Carols, Christmas Eve, Solstice, Celebration Sunday, Requiem Sunday, and many others generously attended by various member groups of the Music Department.

Though not under the direct auspices of the Music Department, for editorial inclusion purposes, it might be noted that this year saw the final (30th) year of Jazz Vespers. Under Reverend Tom Goldsmith, this much needed musical niche served well a "Jazz Fix" to many members of our congregation and the greater musical community. No doubt it will be missed. Thank You Tom and the many members of that musical family.

MUSIC DEPARTMENT REPORT CONTINUED

Speaking of Tom, it might be noted the delight in which the Music Department operates in collaboration with our two Ministers. Both Reverend Tom Goldsmith and Reverend Monica Dobbin bring a wealth of educated musical knowledge and expertise to our conference table. Their endless and generous support of the Music Department is indeed a tremendous gift.

In response to last year's increase in Budgeting to the Music Department, it has been ascertained that this amount is excessive at this point. In light of the current shortfall in pledges and the prospective budget for next year, the Music Department will be reducing its allocation. This will still allow us to fund Dr. Zabriskie, as well as the new Chalice Singers, look at a limited but sustainable growth, while looking at more realistic budget demands for next year.

To that end, the Music Department has operated well within our budget this past church year.

Care and maintenance of our musical instruments remains a high priority.

The following is a brief assessment:

- 1929 Estey Pipe Organ: Gift of Roy Trewin Porte – Principle donor to the Construction of the Original Edifice of First Church. Electro-pneumatic action. Of note: An unusual instrument approaching its 90th year, it retains its original pipe ranks (11) specifically designed for the acoustic space of our historical chapel. Present console replaced in 1968 (gift of Lillian Mae Lockerbie) Original Estey console lost to unknown source. Current Condition; Very Good, and in un-altered condition (with below exception.) (Bigelow Organ Builders of Orem, Utah are the current custodians and technicians to this instrument, and have supplied a complete assessment and account of the instrument. Available upon request) Tuned and serviced as needed (approx once or twice a year) Bigelow Organ Co. has assessed an up-coming maintenance issue (replacing all leathers to bellows, coupling, etc.) This will be an assessment of about \$10,000.
- Yamaha C-5 Grand Piano (in the Sanctuary) (Purchased new in 2002 for approximately \$16,000 / Purchase funds gifted to First Unitarian Church – records available upon request) Current Condition: "As New". Tuned approximately four times a year. Regulation and Voicing as needed. (approximately every two or three years) Case repair and professional polishing done as needed. (approximately every two or three years)
- Yamaha U-1 Upright Piano (Eliot Hall and Little Chapel) (Obtained used in 2012. Gifted to First Unitarian Church – records available upon request) Current Condition: Very Good. Tuned regularly as needed. Regulation and Voicing done as needed.
- Hamilton Studio Upright Piano (David's Office/Choir Room) – obtained c. 1970 (?) Current Condition: Fire Wood. (Nonetheless, we try to keep it tuned once or twice a year, and it continues to render a great deal of workhorse service.)



MUSIC DEPARTMENT REPORT CONTINUED



BOARD PRESIDENT'S REPORT - PETER ESKO

Board President's Report

2018-2019 has been an incredible year of amazing work and achievements from First Unitarian Church. The individual reports from the ministerial staff, department heads, and individual committee chairs detail so many of the ways that we all attempt to live up to the seven principles and work in covenant with each other.

The board has continued the ongoing work of both monitoring aspects of the First Unitarian Church's operations through our policy governance model. The focus of much of this year's work has been around the foundation of knowledge and planning for a period of ministerial transition, continued focus on the financial health of the church, and ongoing work to ensure that the board is hearing every member of the congregation's thoughts and ideas for the direction and vision of our institution.

Establishing a Foundation for Ministerial Transition

This year the work of the Board of Trustees has been largely in a logistical and information gathering role to prepare and begin planning for the ministerial transition process that will take place over the next four years. Starting with last summer's board retreat, we engaged outside consultants from Unity Consulting to help with the education about the transition process. This process included exploration of multiple factors and potential outcomes including different scenarios based on the congregation's desires moving forward. We also created a preliminary transition timeline.

In the immediate future a Transition Team is being formed that will aid the board with logistics, deadlines, and material collection and preparation for any and all UUA requirements for finding a potential interim minister, and a called senior minister. This team is not the search committee, but will help in the formation of, and followthrough on all planning to ensure a very smooth process.

The board is a mouthpiece for the congregation, we worked diligently over the course of the year engage in dialogue with our diverse congregation. One of the highlights of these efforts was the Courageous Opportunities events that were held in January. Events and conversations like these will be more crucial than ever over the next couple of years to ensure that the mission and vision of First Unitarian Church is constantly in alignment with the members of the congregation. We are all here for, and because of, you.

Governance

The board continued its work to maintain and follow the policy governance model and ensure that the Senior Minister is in compliance with and operating with the best possible guidance of the church's operating policies. This work includes using all of the monitoring mechanisms stated within the policy manual, reviewing the individual policies to ensure that interpretations are in alignment and clear moving forward.

BOARD PRESIDENT'S REPORT CONTINUED

In addition the board is reviewing existing bylaws and other materials to ensure that they are up to date and ready for new minister contracts and any other eventualities.

Endowment

With extensive help and information from the Endowment Committee, the board has continued to work to make effective use of a portion of the return on the endowment investment to help support the ongoing work of the church. This effort supports First Church's general fund and allows the endowment to support immediate work and vision of the church while still protecting the long term financial stability of the institution.

Sanctuary

The board has had the privilege to continue work and monitoring of sanctuary efforts, including monitoring the health of the restricted fund that fuels the work and meeting with Representative Ben McAdams and his staff to further ongoing political options to further the cause.

Capital Campaign

Several members of the board have been integrated within Capital Campaign Committee and involved with efforts of planning and coordination of the initial silent phase as well as today's rollout of the campaign at the Annual Meeting. We anticipate that this three year campaign will be very successful in the preservation of our amazing physical space, and renew aspects of sustainability and safety within our building.

Colette Herrick and Allan Ainsworth are leading our Capital Campaign efforts over the next couple of years. Their commitment and efforts have been an amazing asset to the church and we are tremendously thankful for their efforts. In addition I would like to recognize Kim Grob's ongoing work with messaging and campaign strategy. Her work has been essential in helping to guide the campaign to a consistent and easily understandable place.



Torchbearer Capital Campaign 2019

Critical	\$278,000.00
Semi Critical	\$90,000.00
Non Critical	\$51,000.00
Total Estimated Cost	\$419,000.00

Goal is \$500,000 which will include \$75,000 or more towards an interest bearing account for future maintenance needs.

Item	Status	Approximate Cost
Energy		
1 All single pane windows at chapel and old building (parlor, vestibule, SW stairs) replaced for double pane thermally efficient windows	Critical	\$115,000.00
2 Energy inefficient double doors replaced at Eliot and chapel entry.	Critical	\$15,000.00
3 Steam pipes insulated.	Critical	\$5,000.00
4 Older lighting fixtures (T4 and T8 tubes energized by outdated ballasts.	Critical	\$5,000.00
Energy Total		\$140,000.00
Building Improvements		
1 Front columns, steeple woodwork, and most entrance wood work redone	Critical	\$20,000.00
2 Chapel ceiling repaired, broken joists restructured, and catwalk revamped	Critical	\$10,000.00
3 Failing brick mortar re-mortared at old building	Critical	\$28,000.00
4 Remaining 4 A/C air handler and condensers replaced at RE building	Critical	\$40,000.00
Critical Total		\$98,000.00
5 Eliot Hall wood floors sanded and refinished	Semi Critical	\$12,000.00
6 A/C added in Junior High room.	Semi Critical	\$2,000.00
7 CCNS/RE north door replaced.	Semi Critical	\$5,000.00
8 RE classrooms tables and chairs replaced.	Semi Critical	\$15,000.00
Semi Critical Total		\$34,000.00
9 Revamp existing custodial wet closet for bigger and user-friendly custodial wet closet and another custodial wet closed added fur upstairs level	Non Critical	\$10,000.00
10 Little Chapel stage lighting system revamped. Stage light bulbs in the cans when burned out cannot be changed without scaffolding system.	Non Critical	\$3,000.00
11 Some RE/CCNS classroom window seals failed and condensed between double pane, needs	Non Critical	\$2,000.00
12 Chapel pew cushions and chapel carpets replaced. All interior repainted.	Non Critical	\$30,000.00
13 Eliot Hall, main entrance, bathrooms repainted.	Non Critical	\$6,000.00
Non Critical Total		\$51,000.00
Building Total		\$183,000.00
Grounds		
1 Memorial garden gate, memorial panes, some fence, stepped rock flower beds, pine tree crotch cabling system (or removed) and water fountain, sprinkler-watering system revamped	Critical	\$35,000.00
2 Crumbling CCNS/RE concrete stairs replaced & request conduit under stairs for future "run through" of electrical or watering	Critical	\$5,000.00
Critical Total		\$40,000.00
3 Dirt strip along 1300 East in front of community gardens finished with green/concrete/gravel and water system (if going green) installed	Semi Critical	\$5,000.00
4 All outdoor trim, fascia, and eaves repaired and painted or covered with maintenance free covering material.	Semi Critical	\$10,000.00
5 Complete other 1/2 of RE/CCNS playground with AstroTurf or existing sprinkler system needs revamp and grounds re-sodded.	Semi Critical	\$25,000.00
6 Inadequate functioning drip system revamped at south side beds and Zen Garden. More stone to cover drip and more plants planted after drip system revamped.	Semi Critical	\$12,000.00
7 Bollard lighting at ramp on CCNS/RE playground	Semi Critical	\$4,000.00
Semi Critical Total		\$56,000.00
Grounds Total		\$96,000.00

ENDOWMENT FUND COMMITTEE REPORT-CATHY CHAMBLESS

ACTIVITIES THIS YEAR - MAY 2018 TO APRIL 2019

- The Endowment Fund has grown by 7.72% since June 30, 2018. Albion Financial, L.L.C of Salt Lake City has managed the Church Endowment Fund since March of 2017. The funds are traded through Charles Schwab and overseen by the Endowment Committee. The Committee monitors the investments to ensure the holdings reflect the values of the Congregation, particularly in regard to prohibiting fossil fuel-related investments.
- Hugo Rossi retired from the Endowment Committee after many years of service. Dot Verbrugge was welcomed as a new member in November. Other members of the committee are William Ashworth, Mark Molen and Cathy Chambless, Chair.
- The Committee Chair was approached by the Minister to consider using Endowment funds to support needed capital improvements to the Church property. After several committee meetings and discussion with the Albion Financial advisor, the Committee decided it would not be prudent to use Endowment Funds if it would mean liquidating investments and losing potential returns. However, the Committee offered to use its cash reserves to pay interest on a line-of-credit if the Church decided to borrow funds for the needed repairs. This option was not acted upon because the Minister and Board proceeded with plans for a targeted capital campaign over three years to pay for the repairs.
- The Committee voted to change the date for annual calculation of the 2% Endowment distribution for church operations from June 30 to March 31 of each year. This change will allow the amount to be known to the Board during the pledge drive rather than at the end of the fiscal year.
- The Committee encourages donations to the Endowment Fund throughout the year by means of a memorial gift, a bequest from your will or estate plan, or any other planned gift a family's special circumstances might allow. Donors to the Endowment will be acknowledged in church publications, or as the donor wishes.

GROWTH OF ENDOWMENT FUND OVER TWO YEARS (as of April 26, 2019)

Date of report	4/12/17	4/20/18	4/26/2019		
	2016-2017	2017-2018	2018-2019	Annual \$ change	Annual % change
Equities	692,536	699,458	864,705	108,686	14.31%
Bonds	157,438	153,038	191,866	1,295	0.67%
Cash	45,556	103,777	25,095	-6,443	-20.43%
Albion Account Total	895,529	956,273	1,081,666	103,537	10.58%
Cash in University Credit Union	93,644	83,110	74,317	-20,689	-21.77%
Total of Accounts	\$989,173	\$1,039,383	\$1,155,983	\$82,849	7.72% %
ªCash value/ life insuran	59,267	59,267	59,267		
Value of EF including life insurance policies	1,048,440	\$1,098,650	1,215,250		

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

ENDOWMENT FUND COMMITTEE REPORT CONTINUED

CONTRIBUTIONS TO THE ENDOWMENT FUND (5/1/2018 to 4/30/2019)

Total donations to the Endowment Fund during the year were **\$ 746.00** The following individuals made memorial gifts:

Katherine Fjelsted
Bonnie Baty
Liz Paige
Ron Anderson
UU Fellowship of Southwest Utah
Cathy & Tim Chambless

ENDOWMENT FUND DISTRIBUTION

The Endowment Committee approved the transfer of **\$21,467** to the church operations budget for fiscal year 2019. This amount represented 2% of the total value of the Endowment Fund as of June 30, 2019.

RALPH WALDO EMERSON SOCIETY

Membership in the Church's Ralph Waldo Emerson Society is activated by a legacy gift made to the Church's Endowment Fund from individuals or their loved ones. Deceased Emerson Society members are memorialized with their names on brass plaques on the south wall of the Chapel. The following living persons have included the First Unitarian Church of Salt Lake City in their wills or estate plans:

Ron & Jan Anderson
Christine & William Ashworth
Tim & Cathy Chambless
Alan & Marjorie Coombs
Beverly Cooper
Harold & Sonja Decker
Ed & Teresa Dieringer
Sue Geary & Michelle Page
Tom Goldsmith & Mary Tull
Andrea Globokar
Dolores Chase & Richard Haacke
Doug & Sandi Greene
Nancy Howard
Cosette Joesten

Barbara Kreek
Rob Mayer & Carol Blackwell
Pam & Mark Molen
Bill & Ruth Ohlsen
Joan Proctor
Hugo & Julia Rossi
Richard Teerlink
Darlene Thayne
Martha Veranth
Dot Verbrugge
Henry Whiteside & Karol Kumpfer
Andy & Marcia Walker
Flo Wineriter
Myrna Wolf (contributed by Barbara Samuels)

AUCTION COMMITTEE REPORT - MICHELE PAGE



Event:

The church auction was held at the Marriott University Park Hotel on Saturday, November 3, 2018. The theme this year was "A Voice of Reasonin a Diminished Democracy".

Participants:

Paul Rolly, former columnist and writer for the Salt Lake Tribune, was the recipient of our Fairly Free Thinker Award. Mary Dickson served as our live auctioneer.

There were 270 members and friends in attendance at the auction. We had over 120 individuals donate 12 vacations, 36 dinners and events, and 40 silent auction items. Thirty-six individuals or couples donated money as sponsors of the auction and 20 more became sponsors the night of the auction.

Ogden's Own Distillery donated all the alcohol for the evening, for the second year in a row. We provided guests with three signature cocktails with Five Wives Vodka, Madam Patterini Gin and Porter's Fire Whiskey. The Marriott chefs and servers were amazing and created a lovely buffet for everyone to enjoy. And... It....Was....Great! Steve Harty baked and donated delicious cakes for dessert.

The auction committee, as well as countless others, sold tickets, donated time and items, created amazing raffle baskets, decorated the venue, and helped in many more ways. The event could not have been successful without every one of you.

Proceeds:

The auction netted a final profit of over \$71,000, a new record for the auction. Thank you to everyone who attended, donated, sold tickets, bought tickets, or were involved in any way. Your generosity is greatly appreciated.

Committee Members:

Auction Chair: Michele Page

Sponsorships: Teresa Dieringer

Live Auction: Sandi Greene, Judy Smith

Silent Auction: Adrienne Splinter (Subcommittee Chair), Christine Ashworth, Donnie Davis, Phil Davis, Nancy Howard, Di Johnson, Carol Romagosa

Raffle Baskets: Jan Crane, Cheryl Johnson

Decorations & Table Tents: Alice Brown, Sue Geary

Program & Logo Design: Peter Esko

Marketing: Lissa Lander



CONGREGATIONAL LIFE COMMITTEE - NANCY HOWARD & MARION JOHNSON

The goals in the Strategic Plan for the volunteers of the Congregational Life Committee are to create a warm welcoming environment for visitors and to promote congregational involvement in church activities. Therefore, our committee staffed a table at both coffee hours to greet guests and assist new and current congregants connect with the work and social life of the church.

Each Sunday we sought out and welcomed new visitors, explored their interest in the church and when appropriate, described opportunities for involvement. If possible we personally introduced guests to other congregants who shared their particular interests. Upon request we asked Committee Chairs to add the visitor to their group lists. During the week we followed up with each visitor by sending a personalized welcome email that gave additional information about church activities and publications. Lastly, we invited the visitor to come by the table to chat on their next visit. Our objective was to provide opportunities for visitors to form connections with other congregants on their first visit to the church.

The Congregational Life Committee also assisted the Ministers, Committee Chairs and the congregation by: promoting events, serving as an information desk for church activities and hosting Orientation meetings and the Signing Ceremony. In addition we worked with church staff throughout the year to ensure the Welcome Book and other publications contained updated committee information.

Our plans for 2019-2020 are to: continue to welcome all visitors and promote church activities, welcome Jan Crane as our new committee chair, maintain visitor materials and name tags, revamp Dinner and Dialog to focus on newcomers, recruit charming, knowledgeable table volunteers and update the bulletin board with new committee events and information.



COURAGEOUS OPPORTUNITIES - JAN CRANE

Two facilitated congregational conversation events were held on Jan 12 & 26th, 2019. Altogether, 53 attendees participated. A synopsis . . .

-What is valued about First Church: We discovered through the sharing of highpoint experiences what values the church community reflects. We enthusiastically describe our church and congregation as:

- *Friendly, Welcoming, Hospitable
- *Loving, Caring, Compassionate, Appreciative
- *Progressive, Honest, Authentic
- *Joyous, Fun, Celebratory, Creative
- *Inclusive, Tolerant, Non-judgmental, Supportive, Accepting
- *Thoughtful & Open-minded, Knowledge-Seeking, Introspective & Insightful
- *Courageous, Just, Dedicated & Determined

-We reflect these values in three main ways- Spiritually, Through Community & By Our Actions, among them:

Excellent Sunday services * Music * Coffee Hour * Welcome Table * RE * OWL * Social Justice * Environmental Ministry * A Voice in the Community * Peaceful Protest * Refugee Resettlement * Pride Parade * Sanctuary * Free Exchange of Ideas * Child Dedications * Congregational Traditions * Youth Trips * Summer Campout * Small Group Ministry * Special Interest Groups * Meditation * Celebrations * Art Fair * Auction * Pledge Drive * Family Fun Night * Dinner & Dialogue * Caring & Support in Times of Need Activities Fair * Summer Forum * Lunch Bunch * Food & Wine

-Renewed vision and bold opportunities for the future of First Church: As the church moves forward, and with upcoming transitions in church leadership, we shared and explored ideas for shaping our future, among them these themes emerged for further exploration:

- * Communicate Our Values to the Community
 - Develop a bold message of who we are
 - Grow social media exposure
 - Continue to speak up and advocate for social change
 - Learn how to share our beliefs- Elevator Speech
 - Be present at community events
 - Outreach to university
- * Leadership & Opportunities to Serve-
 - Develop structured transitions for leadership change
 - Develop new lay leadership through opportunities, training & mentoring
 - Ask- Where and how would you like to serve and share your talents?
 - Encourage involvement from our youth
 - Keep two ministers!
- * Programs & Partnerships-
 - Social Justice- training for outreach & service
 - Support for LGBTQ, immigrants, refugees, under-represented groups
 - Intergenerational- support young families, encourage youth, and honor elders
 - Implement a church-wide database

COURAGEOUS OPPORTUNITIES CONTINUED

Have different committees & groups share their mission
Become more familiar with other UU congregations & our sister church
Invite & listen to those with differing opinions
Share our stories & experiences in Sunday services
Hold yearly feedback sessions for report & improvement

BOTTOM LINE: As we celebrate 127 years as the progressive voice in our community, we are proud of our past and what we stand for. As we look to the future, we recognize that we can continue to grow, develop and improve as a church community- only with the active involvement of our members. Ask yourself, *"What's my stake in First Church and what commitment can I make of my time, talent and treasure?"* Below is a list of committees and groups- reach out in an area that interests you or look for opportunities to sign up and step up throughout the church year. We can each make a difference and Live Our Values.

SERVE:

Social Justice
Caring Network
Coffee Committee
Environmental Ministry
Greeter
Homeless Teen Meals
Refugee Resettlement
Sanctuary Volunteer
Women's Jail Sexual Health Program
Welcome Table

GROW:

Newcomer Orientation
Adult Religious Education
Choirs
Mindfulness Meditation
Small Group Ministry

CONNECT:

Art
Book Group
Lunch Bunch
Writer's Group
Young Adult Group
Women's Sacred Circle

**Don't see what you're looking for?
*Let's get something started!***

Talk to Tom or Monica or a member
of the Board of Trustees.

SOCIAL JUSTICE COUNCIL - JOAN M. GREGORY CO-CHAIR

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

The SJC is comprised of the leadership of the following committees: Campaign to Save Lives, Environmental Ministry, Harvest for Hunger, Issues and Action, People's Justice Forum, Planned Parenthood-Sexual Health Jail Program, Refugee Resettlement Committee, Sanctuary, and Unitarian Universalists for Justice in the Middle East. SJC also welcomes the participation of individuals interested in working for social change.

The Social Justice Council (SJC), co-chaired by Joan M. Gregory and Rev. Tom Goldsmith, met as needed in 2018-2019, with fewer meetings than in the recent past. Coordinators of the various social justice efforts reported on their work and worked together to plan or support their collective efforts. The following three efforts: Environmental Ministry, Refugee Resettlement, and Sanctuary are each described and reported in reports that follow this one. In addition to the work of these three efforts, the Social Justice Council supported the following activities, service, and actions this year:

- Campaign to Save Lives - Campaign to Save Lives, founded by Ron and Norma Molen and dedicated to informing the public about gun laws and gun safety, has produced two videos promoting gun regulation. The first 22 min. film concentrates on Utah victims of gun violence; the 2nd on the response of 3 gun owners to gun regulation. Don Walton shot and narrated both viewable on the campaign's website: <http://campaigntosavelives.com>, created by Phil Davis. We have presented the first video at 3 locations and have had excellent response from the discussion afterward. We also sent out a poll for candidate response on gun issues that was not successful. We made a DVD of the first video and plan to pass those out to every legislator. Ron Molen still serves on the board of Utah's Gun Violence Prevention Center, a great resource for legislative information, and he continues to write local newspaper op-eds and letters.
- Feeding Homeless Teens – In partnership with Volunteers of America (VOA), First Unitarian Church volunteers serve meals for homeless teens at the VOA Homeless Youth Resource Center. We have about 12 teams of volunteers, 5-6 people in each group. Each month, groups serve 1 breakfast, 1 lunch, and 1 dinner. Our kids make sack lunches. Volunteers may not bring their own children (adults only). The commitment is small (even for group leaders), there are several time slots to suit a volunteer's availability, and volunteers remark about how rewarding it is to do this work. Brenda Goodwin is the coordinator of this effort.
- Harvest for Hunger, is an organization led by Heather Drenckhahn which aims to help people use their gardens and the gardens of others to grow their own food, and distribute excess to those in need. In 2018 they gathered over 1600 pounds of produce, much of which came from our congregation. Volunteers in this effort have the opportunity to (1) host a garden in their yard (donating unused space with or without outside help), (2) volunteer the manual work of preparation, planting, weeding, harvesting, (3) donate funds for supplies, and/or (4) help as an ambassador to spread the word and grow the impact of the project. Food donations are collected weekly on Sundays at the Welcoming Table, as well as all week long at other drop off sites. Garden tools are also needed and may be brought to the Environmental Ministry table following Sunday services.

SOCIAL JUSTICE COUNCIL CONTINUED

- Issues and Action, coordinated by Mark Rothacher, has as its purpose to assist the members and friends of First Unitarian to become better informed on political issues and to be more effective in communicating their views to politicians and the media through correspondence and other forms of communication. The objectives are to get politicians and the public to be more aware of and have more compassion for those in our society who are less fortunate, to encourage protection of our planet, and to communicate other concepts and positions on issues in line with the 7 UU principles. While Mark has sent out a few emails to the group this year, he has focused his attention on keeping group members informed via Facebook in an effort to reduce email traffic. In May 2019, the group will host, a Utah Legislature 2019 and Political Activism Update, sharing effective communication strategies and different perspectives on the session from a legislator, two engaged citizens, and a party leader.
- People's Justice Forum - This year, our congregation continued to support the People's Justice Forum (PJF), a grassroots community lobbying organization which was in previous years sponsored by Planned Parenthood. With a smaller group this year, the PJF followed many progressive causes during the Utah Legislative session, including Medicaid expansion, abortion rights, and clean air. This year PJF scaled back its efforts to recruit new members and turned its focus away from legislator contact and toward more direct actions. Since it seems the congregation's immediate justice concerns have shifted since we first began working with the PJF, next year we will not work with them directly, though individual members of the congregation are encouraged to work with them during the legislative session as well as during the interim period.
- Planned Parenthood - Sexual Health Jail Program. This program sends teachers into the Salt Lake County Jail to teach sexual health. Currently, the program is in the women's minimum security pod only but there are plans to expand it. Diane Johnson is our only member who has been involved this year but is optimistic that other members will join her next year.
- Pride Parade – The 2019 Utah Pride Parade will be held on Sunday, June 2, 2019. The Social Justice Council has secured a place for our collective parade entry: Utah Unitarian Universalist Congregations. There are six: First Unitarian Church (Salt Lake City), South Valley Unitarian Universalist Society (Cottonwood Heights), the Unitarian Universalist Church of Ogden, Utah Valley Unitarian Universalists (Springville), Cache Valley Unitarian Universalists (Logan), and Unitarian Universalist Fellowship of Southwestern Utah (St. George). All are welcome! Molly Butterworth and Davida Wegner are our Parade Marshals this year. The theme is: Exist. Resist. Persist. Celebrating 50 Years of Stonewall. Join us. Wear a colorful T-Shirt and come march with us. Join us in support of our Utah LGBTQIA+ community.
- Unitarians Universalists for Justice in the Middle East is represented at First Unitarian by Barbara Taylor. In the spring of 2019, members and friends of the congregation signed a petition in support of our First Amendment Right of Free Speech opposing national, state, and local laws that penalize participation in the non-violent Boycott, Divestment, and Sanctions (BDS) movement for Palestinian rights. Our congregation had 106 signatures which was more signatures than any other congregation in the country! The petition was presented to Senators Mike Lee and Mitt Romney and to Representatives Ben McAdams, Chris Stewart, and John Curtis in person in their offices in Washington, DC. In March 2019, we showed a film in Eliot Hall which was open to the broader community - 65 people attended. The film, Imprisoning A Generation, is a documentary that follows the stories of four young Palestinians who have been detained and imprisoned under the Israeli military system. Zelda Edmunds, the film maker from Portland, OR, attended the showing and conducted a Q&A afterwards.
- Young Adults led and represented by Heather Drenckhahn, Brit Bringhurst, and Madison Rossman continued to make a concerted effort to raise the profile of young adults in the church's social justice efforts

SOCIAL JUSTICE COUNCIL CONTINUED

this year and plans to continue to do so in coming years. Young adults offered their support, their skills, and their passion. They keep the YA's updated about social justice efforts, events and actions through the First Unitarian SLC Young Adults Facebook page. Special thanks to Heather, Brit, and Maddie, and the many other young adults who have shared their energy, enthusiasm, and passion this year in our social justice efforts. We could not have done this work without your help and your willingness to jump in and take on leadership roles.

ENVIRONMENTAL MINISTRY Submitted by Kathy Albury, Joan Gregory, Judy B. Lord, and Marcia Walker

The vision of Environmental Ministry is unchanged: to affirm, promote, and act in congruence with the Unitarian Seventh Principle: "respect for the interdependent web of all existence of which we are a part." This work has only become more urgent with the recent reports that humans have only 10-12 years to make significant changes in greenhouse gas emissions by stopping the use of fossil fuels, reducing emissions from our buildings, dramatically changing our consumption habits, and taking steps to reduce the alarming rate of species extinction. We respond to these challenges by sharing information, educating ourselves and the community, and taking action individually and collectively to keep fossil fuels in the ground.

In our programming, information sharing, educational programs, and action this year, Environmental Ministry has collaborated with many organizations, including the following: 350.org, Association for the Tree of Life, Citizens Climate Lobby, Elders Rising, The Work That Reconnects Network, Utah Chapter -Sierra Club, Utah Physicians for a Healthy Environment, Utah Recycling Alliance, Utah Valley Earth Forum, Utah Wilderness Coalition, and Utah Youth Environmental Solutions.

Walking Our Talk

Swap: Environmental Ministry sponsored two swaps this year, one on Dec 1, 2018, and one on May 4, 2019. Items were donated from our congregation and also from various neighbors. Members, friends, and neighbors of our church and our sister church, San Esteban, as well as the greater community were invited to bring what they no longer needed and take what they needed. No money changed hands.

Recycling: As in the past, the church continues to recycle paper, cardboard, aluminum, glass, and plastic weekly. Two volunteer families faithfully pick up and deliver batteries to Park City for recycling—quite a chore! Environmental Ministry continues to coordinate recycling for the annual church picnic. More volunteers from the congregation are needed to help with these recycling efforts. Jim French continues to recycle hard to recycle items via TerraCycle: toothbrushes and packaging from any brand of tooth care products; the plastic bags from ready-to-eat cereals; hair care, skin care and cosmetics packaging and containers; and the mylar wrappers from energy bars. This year, we added pens, automatic pencils, and markers. These items are not recyclable through our municipal waste recycling programs and each item is worth 2¢ to First Unitarian Church.

Tabling: All but three Sundays 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. Efforts highlighted this year have included: carbon fee and dividend, gardening, climate change developments, support for Bears Ears and Grand Staircase Escalante National Monuments, and programming.

SOCIAL JUSTICE COUNCIL CONTINUED

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

Garden: In 2018, 8 of 12 plots had gardeners. Several plots are a challenge because of shade and thick grasses. For the 2019 season the garden facilitator is Marcia Walker. To date, we have 11 of the 12 garden plots assigned to a very enthusiastic group who are really looking forward to the 2019 gardening season. The unassigned plot will be worked by the whole garden community. The group workday strategy has not worked in the past; the new plan is for gardeners to choose a chore that will be their responsibility for the season. This will allow people to work when it's convenient and most productive for them and the garden. We have someone who is ready to attack the weed and spring growth. This year we will water only once per day; a longer watering period commencing early in the morning to encourage deeper root growth and conserve water. The church garden is again a member of the Wasatch Community Garden network, enabling members of the garden to take free classes/workshops and to receive available plants and supplies.

Pride Parade: Environmental Ministry's banner, created by Art Lee, was proudly carried again in the 2018 Pride Parade, displaying our support of LGBTQIA rights and justice. Environmental Ministry will walk once again in the 2019 Pride Parade.

Walking Our Talk efforts are coordinated by Judy Lord and are made possible through the efforts of volunteers including Kathy Albury, Richard Anderton, Gertrud and Paul Carpenter, Jim French, Rick and Joan Gregory, the Harty family, Trenton Kraczek, Carolyn Lynch, Mark and Pamela Molen, and Marcia Walker.

Worship

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

On Apr 28, 2019, Environmental Ministry presented a program for the elementary children about deep time, interconnectedness and natural cycles. We appreciate the enthusiastic support and assistance provided by Amanda Esko, Director of Religious Education and Religious Education Assistant, Lissa Lander.

Educational Efforts

Twice during this year, Adair Kovac hosted the Good Grief Network discussion series, a ten-step, ten-week program to combat despair, deepen self-awareness, and embrace interconnectedness as we deal with the challenges of climate change and other large scale social, political, and environmental ills.

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

Trees: Songs, Photos and Stories by Art Lee was well-received by all. We appreciate Art's willingness to share his expanding collection with our church community.

SOCIAL JUSTICE COUNCIL CONTINUED

An Evening of Cosmic Comedy, a fundraiser for Environmental Ministry, Sanctuary, and Social Justice, brought humor to the perilous threats of overdevelopment and climate change.

In A Steady State Economy: Questioning Growth Alan Post, Kathy Albury and Joan Gregory continued our series on the steady state economy with an exploration of the possible journey from “more and more” to “enough.” In January Environmental Ministry sponsored the workshop From Despair to Joy, an introspective look at our place in and emotional reaction to climate change and other environmental ills and how to deal with our stress about them. Facilitated by Mutima Imani with assistance from Erin Geesaman Rabke, it also connected environmental concerns with social justice.

Recycling Presentation and Discussion. This program, presented in February by Jennifer Farrell of the Salt Lake City Waste and Recycling Division was an update from last year’s program and delved further into what materials are specifically recyclable here, why many other materials are not recyclable, and what can be done with some of them.

A 5-week book discussion of A New Republic of the Heart by Terry Patten, was led by Vaughn Lovejoy in May and June. In this book, Patten shows how we can come together in our communities for conversations that matter and describes new communities, enterprises, and forms of dialogue that integrate both inner personal growth work with outer awareness, activism, and service.

We ended the church year’s programming with Art Lee’s Canyon Echoes: Colorado Plateau, Southern Utah, and the Grand Circle.

Vigilance and Action

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

We alerted the congregation to many environmental actions, from demanding that Wells Fargo stop supporting coal and oil production loans to protesting the BLM’s roundup of 90% of the Onaqui wild horse herd in Tooele.

REFUGEE RESETTLEMENT COMMITTEE (RRC) Submitted by, Joe DuBray, RRC Coordinator, and RRC Team Leaders Richard Anderton, Bonnie Baty, Nancy Rasmuson and Jim Wilcox.

For over twenty years, guided by the first UU principle, “to affirm and promote the inherent worth and dignity of every person,” the Refugee Resettlement Committee (RRC) activity has offered First Unitarian Church members, and friends, information and volunteer opportunities involving refugee resettlement in the Salt Lake City (SLC) area. In the past year, forty-two RRC volunteers supported the International Rescue Committee (IRC) resettlement of IRC sponsored refugees and helped both already residing and newly arriving refugees successfully resettle and feel welcome in the SLC area.

The IRC is a nonsectarian, nongovernmental, not-for-profit international relief and development organization based in the United States (US) founded in 1933 at the suggestion of Albert Einstein. IRC works worldwide, responding to crises, running refugee camps and resettling refugees, including programs in more than 16 US

SOCIAL JUSTICE COUNCIL CONTINUED

cities. Refugees sponsored by the IRC, and arriving in the US, have fled their home country and cannot return because of well-founded fear of persecution based on religion, race, nationality, political opinion or membership in a particular social group. All IRC sponsored refugees have registered with the UN High Commission on Refugees and been through a ten step US admissions process for resettlement by the US State Department and been cleared by the US Citizenship and Immigration Services. Each such qualified immigrating refugee receives medical and multi-agency security screening before being referred to a US resettlement agency such as in SLC the IRC or Catholic Community Services.

In the past twelve months, RRC volunteers helped set up housing for more than 40 families, an average size of 5, over 200 people, many children, arriving from Afghanistan, Burma, Central African Republic, Democratic Republic of Congo, Sudan and Venezuela. An additional 4 refugee families, not newly arrived, were helped by RRC volunteers with various housing needs, e.g. washers and dryers, advice regarding operating air conditioning, disposals, lawn mowers, outdoor cookers, etc. RRC volunteers donated over 700 hours and drove more than 4700 miles in this housing related activity, creatively besting a variety of challenges, e.g. snow, wind, heat and rain, narrow doors, landings and stairways, multi-level or limited access housing, and more.

First Church members and their friends and neighbors have been generous in the past year. RRC volunteers made 95 collections of individually donated quality, “good second life” condition, household furniture and related items, thereafter used to meet the living needs of both new and existing refugee families. On four occasions in the past twelve months, using personal trailers and pick-up trucks, working with IRC staff, RRC volunteers collected several dozens of boxes (e.g. 85 boxes on one occasion, 55 another, etc.) of new donated sofas, chairs, tables and other furniture from a West Valley freight storage warehouse and delivered the items to IRC storage units for later use in refugee housing set ups. RRC volunteers donated over 700 hours and drove more than 5400 miles, in donation collection activity.

In the past twelve months, the RRC solicited funding for, assembled and delivered refugee welcome baskets to 26 families (139 individuals), at an average value of \$90. RRC volunteers also collected new and used adult and youth bicycles, enabling new and reconditioned bicycles and new bicycle helmets, locks, and neon vests, to be delivered to arriving or existing refugee families. More than 24 bikes (16 adult and 8 children) were delivered, thanks to over a thousand volunteer miles and more than a hundred hours of RRC volunteer time in collecting, servicing and tuning used bicycles to acceptable quality condition. First Church members and friends, area bike shops, a large SLC law firm, and others, have donated generously to enable and facilitate the welcome basket and bike efforts.

In supporting refugee resettlement and securing helpful items, RRC volunteers developed and have fostered regular contact and collaborative interaction and relations with the Assistance League of SLC, the Habitat ReStore, several SLC area DI store locations, and, in the past twelve months, added the Salt Lake City Housing Authority to these collaborative efforts.

Volunteer opportunities available working with the SLC IRC (see Rescue.org/SLC), include: ESL tutoring; family mentor; employment mentor; front desk support; financial education volunteer; event volunteer; office support; youth-in-home tutor; health mentor; Spice Kitchen Incubator mentor; and support of group activity, such as the goat project and GenR. RRC volunteers and other First Church members, many formerly active in the RRC, continue to be involved in or support many of these IRC activities.

SOCIAL JUSTICE COUNCIL CONTINUED

For more information on SLC area refugee activity, current RRC activity, donation items needed by refugees, volunteer opportunities, etc., check the bulletin board information on the East wall of Eliot Hall, email the RRC at rrc@slcuu.org, or talk with one of the following RRC leaders.

SANCTUARY Submitted by Joan M. Gregory, Director, Sanctuary

Vicky Chavez, who took sanctuary at First Unitarian Church on the evening of January 30, 2018, has now been in sanctuary for 15 months. She and her daughters have touched the lives of each and every one of us and filled our lives with love. Throughout this time, we have celebrated milestones (crawling, standing, walking, first words, first tooth fairy visit, birthdays, holidays). We have supported Vicky in times of legal setbacks, through difficult decisions, and sad and joyful news. We have marched and rallied and spoken up, signed petitions and written letters, visited and hosted congressmen, baked and purchased delicious treats for fundraising efforts, shared community meals and potlucks, responded to fire alarms, and endured power outages together. Vicky has joined the choir, sold her crochet crafts at the Art Festival, and makes delicious pico de gallo to help raise funds for the church and for her family's needs. Throughout the year, Vicky celebrated the birthdays of our Sanctuary hosts, featuring their photos often holding Bella or playing with Yaretzi (making slime, chasing her around Eliot Hall). Birthdays were celebrated for Yaretzi, Vicky, and Bella in the summer and fall. Special thanks go to Maggie Laun, Maritza Sotomayor, Collette Herrick, and Lisa Hyte for coordinating those very special gatherings. Yaretzi and Bella are participating in Sunday RE activities, family fun nights, and enjoy playing in the playground. We are all in this together!

And though it has been a joy and a wonder to get to know this family and to help them in their time of need, being in Sanctuary and not at home has been hard ... hard on Vicky, hard for Yaretzi, hard for their family, hard for their relatives and their friends. Bella celebrated her 1st birthday in sanctuary ... though it was joyous with much fun and fanfare ... why, we asked, how is it that such a wonder-filled child would have to spend her first birthday in sanctuary ... it is unfathomable. Imagine if you had 300 people coming to your house every weekend ... EVERY weekend! Imagine being unable to leave, unable to go home, to the grocery store, to the park. Yet Vicky is so gracious, what an example to all of us of how to live a joyful life no matter what challenges come your way. We are in awe of Vicky and her resilience.

Timeline – This timeline will provide a view into the ups and downs of Sanctuary over the past 15 months. Included are marches, rallies, and gatherings as well as life and legal milestones:

In March 2018, local members of MEChA (Movimiento Estudiantil Chicanx de Aztlán) in collaboration with Unidad Inmigrante organized the Undocumented Reality Rally as part of the MEChA National Conference 2018. The march gathered in President's Circle at the University of Utah and marched to First Unitarian, where they rallied on the church plaza – with speakers, including Vicky, who spoke to them via the outside speakers from inside Eliot Hall.

A Mother's Day for Migrant Mothers community dinner was hosted at First Unitarian on May 6, 2018, in solidarity with Vicky and her two children and in collaboration with her allies Nopalera Art Institute, Unidad Inmigrante, MEChA, Le Red de Solidaridad, and the SLC Sanctuary Network. Funds were collected to help support other mothers facing deportation and family separation.

SOCIAL JUSTICE COUNCIL CONTINUED

June 12, 2018, brought the announcement by Jeff Sessions, Attorney General of the United States, that asylum would be categorically denied to those fleeing from domestic and gang violence. It was both despicable and despairing, but came as no surprise in these dark times. Vicky's is an asylum case. We assured her that we are in this struggle with her for the long haul.

Families Belong Together! was the focus of a rally on June 13, 2018 at the Federal Building where Rev. Tom Goldsmith was one among the many speakers addressing the inhumanity of separating immigrant families.

On June 19, 2018, we learned that Vicky's December 17, 2017 motion to the Board of Immigration Appeals (BIA) to reopen her asylum case had been denied. Vicky wrote: It has been months of struggle and waiting, on this occasion, the request to reopen the case has been denied, but not all is lost, we keep fighting, and do not lose hope and faith that after this great storm will come calm. I am very grateful for all the support, company, and words of encouragement that you give me. I am very grateful for you allowing me to be here, I have no words to thank you for everything you do or for all the love and affections you give us. Let us continue to pray that God will open many roads and only God can change everything. I love you all.

On June 30, 2018, Sanctuary volunteers and First Unitarian congregants joined many others to march from City Creek Park to the Utah Capitol for the Families Belong Together in Communities & Free march and rally joining people across the country taking action to side with immigrant families and against the government's cruel "zero tolerance" policy.

July 2, 2018 marked the filing of Vicky's petition to the 10th Circuit Court of Appeals in Denver for a stay of removal (prevent deportation) and for review of the BIA's decision not to re-open her asylum case. A legal fund was established to support this next stage of the legal struggle.

On July 7, 2018, we celebrated Bella's first birthday!

An All-Sanctuary Volunteers Gathering to give all of us a chance to process the latest news, to learn more about the case, come together in solidarity, and to hear about next steps was held on July 8, 2018 with Q&A with Vicky and members of the Sanctuary Steering Committee.

On July 9, 2018, a press conference was held to announce the 10th Circuit Court of Appeals petition and next steps in Vicky's legal case.

A Candlelight Vigil in Solidarity with Immigrant Families was held on July 13, 2018 on the church plaza as communities across the U.S. showed solidarity with families detained by ICE.

On July 28, 2018, a Delicious Resistance BAKE SALE was held – an opportunity to purchase yummy baked goods to raise funds for Vicky's legal struggle and in delicious resistance to the deportation and separation of families in our community and all over this country!! This event was sponsored by Fillings and Emulsions, hosted by First Unitarian Church, planned by Unidad Inmigrante, and staffed by numerous volunteers. The effort was a huge success raising twice what was expected. Kudos to all who made this DELICIOUS RESISTANCE!! possible.

Journey for Justice/Jornanda por la Justicia stopped at First Unitarian Church on September 1, 2018 to meet and visit with Vicky and her family. For 12 weeks, over 30 TPS (Temporary Protected Status) holders,

SOCIAL JUSTICE COUNCIL CONTINUED

members and leaders of the National TPS Alliance, rode a bus across the country and on their way, stopped to raise awareness and amplify the stories of TPS holders.

On September 29, 2018, we celebrated Yaretzi's birthday!

On November 2, 2018 Vicky filed for a stay of removal with local ICE offices. This stay was subsequently denied.

On November 19, 2018 Vicky's appeal of the BIA decision not to re-open her asylum case and her additional request for a stay were filed with the 10th Circuit Court of Appeals in Denver.

On Thanksgiving, all were invited to join Vicky for a Thanksgiving meal, especially those who would have otherwise spent the day without family.

On November 29, 2018, we celebrated Vicky's birthday!

On Christmas Day, Vicky co-hosted a potluck style dinner with Le Red de Solidaridad for immigrant families. Additional potlucks have been hosted throughout the year.

On January 29, 2019, the Office of Immigration Litigation (OIL) opposed the stay.

January 30, 2019 marked the one year anniversary of Vicky and her daughters taking sanctuary. We gathered that evening in The Chapel, led in VIGIL by Rev. Monica Dobbins to remember, to reflect, to honor Vicky's sacrifice, and to show our support for Vicky and her daughters as they continue their quest for freedom. And we renewed our commitment to Vicky. Though we all knew, based on the experience of others in sanctuary, that this was a long-term commitment, the reality of reaching the one year sanctuary anniversary hit hard for us but hardest for Vicky.

On February 2, 2019, we hosted a letter writing gathering at First Unitarian Church with delicious homemade refreshments (pico de gallo and empanadas) and wrote letters to our congressmen asking for their support for Vicky's stay of removal and for her case. This action raised the awareness of our representatives and senators and led to connections, meetings, and discussions that are still ongoing.

On February 20, 2019 the 10th Circuit Court of Appeals denied Vicky's request for a stay of removal as she waited for a decision on her appeal to reopen her asylum case. That means that Vicky must remain at the church. She cannot go home to wait for her case to be heard. If Vicky leaves the church, she will be deported. BUT ... her case is still moving through the legal process (slowly but surely) ... that's good news ... and Vicky has an awesome lawyer ... really good news. And Vicky and her daughters remains our honored guests at First Unitarian Sanctuary for as long as she needs to stay, that is our steadfast commitment to her.

On February 23, 2019, the Sanctuary Steering Committee hosted a Sanctuary Volunteer Appreciation Party - banana split bar with lots of ice cream and all the yummy toppings! We celebrated milestones, shared stories of hosting, stories of gathering, stories of just hanging out together, stories of new friendships, stories of appreciation. Lisa HYTE was instrumental in planning this gathering, planning the menu, creating the photo mural, and producing the video that highlighted our volunteers at the event. We all needed that party ... all of us.

SOCIAL JUSTICE COUNCIL CONTINUED

Operational Milestones and Changes

As this report is being written, Sanctuary hosts have staffed Sanctuary around the clock for 454 days with 2 hosts at all times (either on-site or on-call) for a total of over 21,792 hours. This is an estimate and does not reflect when there were 2 hosts on site plus a host on call, such as for special events. But remember, this also means that Vicky has spent 454 days in Sanctuary ... 10,896 hours ... 15 months.

Procedures and policies have been developed, documented, tested, and revised, and are under regular review. Both basic and booster training sessions have been developed and taught. Background checks have been implemented. Security has been enhanced with new locks and a new system at the north entrance. New furniture at the north entrance has made the role of host more comfortable. We have learned more about how to care for our shared space. There is a greater awareness of how our church interfaces with the community at large as more of us meet the groups who hold their events at First Unitarian because this church is recognized as a place where the inherent worth and dignity of every human being is respected.

There are currently over 350 people who have expressed interest in supporting sanctuary efforts in Salt Lake City. 160 of those are in the First Unitarian Sanctuary scheduling database of which approximately 80 are actively taking shifts. We are always in need of additional hosts. A background check and training are required. Hosts are assigned mentors who are available to help them through the onboarding process and for answering questions. While many of our hosts are members or friends of First Unitarian, many others are from other denominations, from local grassroots and non-profit organizations, or are independent concerned members of the broader community.

Over the course of these 15 months, we have had a number of changes in the Sanctuary Steering Committee. We would like to acknowledge in appreciation, the original Steering Committee: Amanda Esko, Bryan VandenBirge, Joan Gregory, Kelly Garrett, Kristin Knippenberg, Lauren VandenBirge, Rev. Monica Dobbins, Samantha Overton, Sarang Joshi, Sven Haynes, Rev. Tom Goldsmith and our community advisors. Lisa HYTE, Katie Swade, Amy Dominguez, Vicky Chavez, Thea Holcomb, and Maritza Sotomayor joined the Committee at various points throughout the year, and Bryan and Lauren Vandenbirge, Amy Dominguez, Kristin Knippenberg, Sven Haynes, and Thea Holcomb have rotated off the Committee. All have worked tirelessly and passionately in support of Vicky and our Sanctuary effort. We wish to express our deepest appreciation for their service, the sharing of their skills and knowledge, and their commitment to Sanctuary.

In Summary

This hasn't been an easy road. We can never replace home and family for Vicky and her daughters. We have made mistakes, learned hard lessons, and picked ourselves up and moved forward, because that is what is required of us in these times. But in the process, new friendships and connections have been nurtured. We have made slime, read stories and played games with Yarezi, and marveled at all the Bella milestones we have witnessed. We've admired and applauded as Vicky creates new crocheted items, and we have grown so much as a community. We have helped to amplify Vicky's voice and that of other immigrant families struggling against deportation and separation. And, above all, we continue to provide sanctuary for Vicky and her daughters, prioritizing their needs, working along-side and in solidarity with Vicky's efforts to shine the light of truth, the warmth of love, and the energy of action on the injustices of deporting mothers and their children, the injustices of separating families. Our commitment remains steadfast.

WOMEN'S SACRED CIRCLE REPORT - ADRIENNE SPLINTER

The Women's Sacred Circle was set up around 8 years ago. There are several activities we enjoy throughout the year. We met in the Haven at First Unitarian Church on the 2nd Tuesday of each month to explore our spiritual journeys. At this year's planning meeting in September, we decided our theme for the year would be 'Sources of Compassion'. We also met each month on the full moon at members' homes. This year we studied animal medicine.

Twice a year we journeyed to Southern Utah to recreate our souls. This fall we celebrated ancestor-centric Dia de los Muertos. This offers us an opportunity to study stories from myths, legends, and family from various cultures; and learn how to live our core values, and become change agents of our time.

As a further extension of our activities, we periodically engage in social justice projects around women's issues.

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

SMALL GROUP MINISTRY REPORT - SHIRLEY RAY

The Small Group Ministry (SGM) program at First Unitarian Church is integral to the five objectives outlined in the Strategic Plan:

Communication Financial Stewardship Congregational Life Growth Integration of different cultures and theologies.

There are 17 volunteer facilitators for 14 groups of between 7-14 members with approximately 130 participants. There were eight sessions, October through May. We met monthly, to form friendships through discussions on significant life topics based on our life stories and the Seven Principles and Seven Sources. We began by consulting with past facilitators and studying the Unitarian Universalist website to guide our development of topics.

The topics were conceived, presented and shared by five of our facilitators. The topics discussed this year, some inspired by Tom Goldsmith's talks were:

- The Seven Principles and Seven Sources
- Life Is Too Short
- Silence
- Listening
- Attention: How to Attend and Befriend
- Gender
- Immigration: when is there too much?

SMALL GROUP MINISTRY CONTINUED

- At the last session, we repeated the Seven Principle and Six Sources with stories of our experience living the six principles.

Small group meetings within the congregation are times to connect with others and ourselves to discover the sacred and the profane. Whether the topic is “Gender,” “Immigration,” or the Principles, our stories contributed to respectful listening and to increased understanding. Each session is facilitated by a volunteer group leader from the congregation. All participants have an opportunity to share their perspectives, tell their stories, and listen deeply. The time together is structured: each session begins with inspiring readings, followed by a time for silence before the topic is introduced. The format is designed to provide a contemplative setting to the discussion.

Sandi Green manages registration in September. This year those who missed registration were encouraged to join a group throughout the year.

Don Walton and Shirley Ray were co facilitators

Small Group Facilitators this year were: Two will not return next year and volunteers have been recruited. Derek Gersdorf, Ed and Teresa Deringer, Colleen Bliss, Sandi Green, Catherine Groseclose, Dot Verbrugge Lucy Houser, Mark Rothacher, Karen Hayes, Arwen Behrend, Linda Smith and Nancy Moos

We send an enthusiastic expression of gratitude for all who contributed thoughtful leadership, precious time and energy to their small groups.

The main goal this year was to open with a congenial soiree to enable each registrant to meet their facilitator and their group members. Volunteers who made the evening possible were Tom Goldsmith, David Owens, Becky Heal, Colleen Bliss, Darlene Thayne, Cj Sadiq, and Diane Johnson. Creating an initial introduction to the program, each other and the spiritual foundation of our covenant as friends and supporters of the Small Group Ministry of our church was explained by Tom Goldsmith. Connection was paramount to our effort to increase congregation participation.

During the coming year, 1) we will attempt to contact anyone who dropped out last year to welcome them in the coming year. 2) We will continue to increase attendance from those who register. 3) We will continue coordinating with the Welcome Committee 4) We will continue to offer discussion topics that provoke, inspire and create understanding. 5) We have 14 facilitators for next year and will create a poster with pictures for the sign-up table.

Don, Shirley, with Derek Gersdorf and Catherine Groschlose will continue to lead the program and write the topics for the 2018-2019 year.

COFFEE HOUR REPORT - GENE MAHALKO

Benjamin Franklin said there were only two things certain in life: death and taxes. Coffee after a UU service comes in a close third. Making coffee is a new adventure for some people, and running a mini-catering service for 100 or so people each service is a new adventure for most people. We thank the people who step up and make sure that what needs to happen every week does in fact happen.

Pauline Higgins and Jim Rossetto once again served this year managing volunteer scheduling and training. Jack Avery again volunteered to monitor and purchase supplies. Both tasks are critical to having the operation run smoothly for the baristas. A tip of the hat to Pauline, Jim and Jack. The baristas are critical to making sure that coffee hour runs so smoothly that congregants can pay attention to each other. And the choirs are grateful for a quick pick-me-up after the morning rehearsal before the services! A heartfelt thanks to all of the Coffee Hour Volunteers. You pull it off week after week.

For Summer Forum last summer, four groups, the Women's Circle, Sandi Greene's Small Group Ministry, Derek Gorsdorf's Small Discussion Group, and Colleen Bliss' Small Group Ministry each performed all the usher and coffee hour duties for a Summer Forum, with assistance from a regular volunteer who knows where the switches are on the coffee maker. We appreciate getting a bit of a breather in the summer, and giving congregants an opportunity to see what goes on in the kitchen. We hope to do more of this this summer.

UU MINDFULNESS MEDITATION SANGHA - SHIRLEY RAY

The First Church Meditation Sangha meets Sundays between the first and second service and in summer, 9:00 am before the Sunday Forum. Sunday guided meditation offers an introduction to sitting meditation and mindfulness practice. We pause for reflection and insight for the coming week using the book, *The Wise Heart*, by Jack Kornfield, with the intention to understand and cultivate mindfulness, compassion and true wisdom in our lives. Each session concludes with sharing metta/lovingkindness.

For a deeper understanding of meditation in daily life and how to establish a personal meditation practice we met for a 2 hour monthly session. Two meetings were held at Red Butte Garden for walking meditation. An auction event, Spring Silent Retreat, was offered for 20 participants to be held at Jane's Home in mid May. Lee Stanhope arranged labyrinths walks in the city.

Sunday Guided Meditation is led by Sue Click, Gina Kiechel and Shirley Ray

Sunday assistance by Arturo Hernandez, John Kiechel and Lee Stanhope

Our altar was donated by Bev Cooper.

Events, planning and communication by Joanne Otteson and Colleen Bliss. Attendance has continued to increase and last Sunday there were 35 attendees in the parlor. We send a monthly email to more than 60 signatures.

ART FAIR - BILL REED

The Art Festival Committee members are Bill Reed (Visual Arts), Marcia Walker (Performance Arts), Jim Turner (Accounting) and Diane Johnson (Administration).

The 2019 Arts and Crafts Fair occurred on Easter Weekend this year. However in Eliot Hall we were still able to accommodate the anticipated overflow crowd for Sunday services. We had 32 visual artists. Performers were Aerial Arts of Utah - Outdoor Plaza Performance, First Unitarian Church Children's Choir – Little Chapel, Tablado - Flamenco guitar, dance and song - Little Chapel, and Lori Shields - Sing-a-long - Little Chapel. The festival requires the help of many to be successful, this year a shout goes out to all the wonderful helpers: Lee Stanhope, Connie Wilkerson, Kourtney Mahan, Paul McGill, Sheryl Gillilan, Kathy Gardner, Cheryl Sadiq, Dave Click, Joanna Reed, Tara McMullin, Mary Lou Barker, Greg and Marion Johnson, Mark and Pam Molen. Also it was fantastic that the storm broke for the outdoor performances by Aerial Arts of Utah. The 2019 year was the third best year out of 12 years. For this event to be a greater success in 2020 we will have to form an advertisement subcommittee and start advertising on the radio and in the local papers again.

The Monthly Art Discussions were generally well attended with several of these artists participating in the Art Festival.

SUMMER CAMPOUT - JIM THORNBURG

This year, 2019, the UU Summer Campout is at Pine Valley Group Campsite A (not site C like the last few years). It is located 10 miles east of Kamas on the Mirror Lake Highway. Group Site A has room for 120 people and 25 vehicles. This is a community building activity, where attendees and their families can get to know each other away from church. Children's and teen activities will be planned, so there is something to do for all ages. Sing-alongs around the campfire are a common occurrence at the Campouts.

There will be a big potluck dinner on Saturday night about 6:00, that is also attended by some folks who just drive up for the day, and for the dinner, then drive home. Registration for campers will be on the church website soon. The cost is \$36 per vehicle, which includes your permit for the Uinta-Wasatch-Cache National Forest.

Arrival Date: Thur Jul 25 2019 **Check-in Time:** 2:00 PM **Departure Date:** Sun Jul 28 2019 **Check-out Time:** 1:00 PM

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

The campground is situated among shady pines and aspens at 7,000 feet elevation. The trees provide nice shade. The campground contains many sites with picnic tables, grills, campfire circles (bring wood), and paved parking areas. Vault toilets and trash collection are provided. With this year's abundant snowpack hopefully we will have drinkable spring water - stay tuned.

The Mirror Lake Highway provides many outdoor recreation opportunities, such as hiking, biking, canoeing/ kayaking, fishing, fresh air, and just plain enjoying nature activities. The High Uintas Wilderness can be accessed from several trails along the byway.

YOUNG ADULTS GROUP - HEATHER DRENCKHAHN

The First Unitarian Young Adult Group is for those age 18 through their 30's, or those young at heart. Our goal is to foster a young adult community at the church to engage in spiritual and intellectual growth, social events, and community outreach projects.

Throughout the year we've experienced an influx of new Young Adult members, many of which are very involved in several aspects of the church, as well as an increase in the frequency of events held.

Membership & Interactions

We operate mainly through Facebook, with a growing number of people who prefer email interactions. Our public Facebook page, through which all public events are published is: @FirstUUYoungAdults. Our private Facebook group, through which all private conversations are held is: First Unitarian Young Adults SLC, and new membership requires approval by a member of the group to provide security and privacy to our members. Events and announcements are also regularly posted in the Sunday service program.

We've added at least 30 new young adults to our group since August 2018, and have noticed an increase in active participation, which has also lead to more frequent events.

Events

Each month we meet with either Tom or Monica (alternating) for a discussion around a topic of the Minister's choice. Some examples of topics we've covered this year are: gift giving, romance, how millennials view aging and dying, the concept of god, and LGBTQ acceptance in SLC. We also have at least a couple social events each month including dinner at local restaurants, going out for drinks at the bar, brunch after Sunday services, board game/card game nights, a Thanksgiving style dinner, a camping trip and a weekend getaway to St. George. Our events also now go all summer long, with the exception of discussions with the ministers.

Total # of Events Held August through May: 23+

Discussions with Tom and Monica: 9

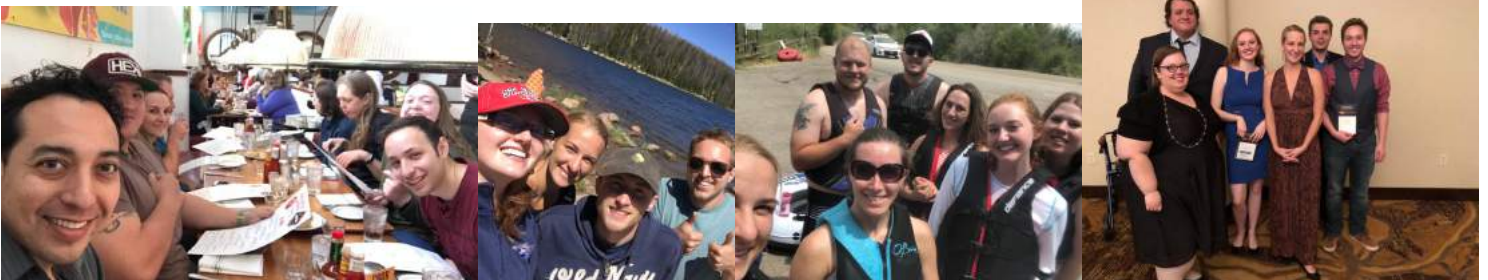
Social Events: 14+

Attendance:

Total # of People Who Have Attended at Least 1 Event: 55+

of People Who Regularly Attend Events: 25

Average # of People in Attendance at Any Given Event: 12



FIRST UNITARIAN CHURCH OF SALT LAKE CITY

