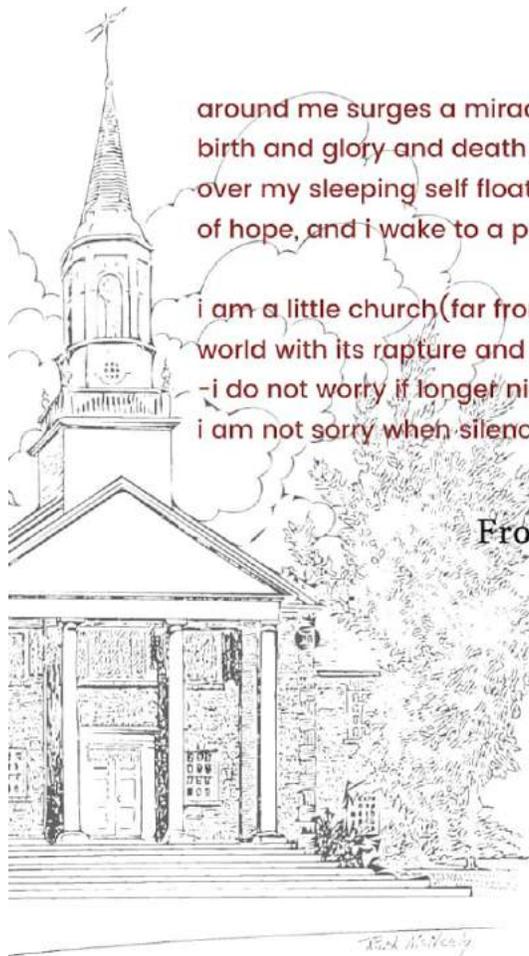


2020 ANNUAL REPORT

First Unitarian Church of Salt Lake City



around me surges a miracle of unceasing
birth and glory and death and resurrection:
over my sleeping self float flaming symbols
of hope, and i wake to a perfect patience of mountains

i am a little church (far from the frantic
world with its rapture and anguish) at peace with nature
-i do not worry if longer nights grow longest;
i am not sorry when silence becomes singing

From "i am a little church"
-e.e. cummings



FIRST UNITARIAN CHURCH
of Salt Lake City

Annual Report 2019-2020

TABLE OF CONTENTS

Annual Meeting Agenda	3
Board Nominees/Nominating Committee	4-5
New Members List	6
Minister's Report	7-9
Assistant Minister's Report	10-11
Religious Education Report	12-16
Music Department Report	17-19
Board President's Report	20-21
Audio Visual Report	22-24
Torchbearer Capital Campaign 2019	25-30
Endowment Fund Committee	31-33
Auction	34-36
Welcome Table	37
Transition Team	37
Social Justice	38-51
General Report	38-40
Environmental Ministry	40-42
Refugee Resettlement Committee	42-44
Sanctuary Steering Committee	44-51
Women's Sacred Circle	52
Small Group Ministry	52
Coffee Hour	53
Mindfulness	53
Arts and Crafts Fair	54
Summer Campout	54
Young Adults Group	55
Administrator's Budget Report	56

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

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

First Unitarian Church Annual Meeting Agenda May 31, 2020

- Call to Order & Quorum
- Welcome
- New Member Acknowledgement
- Minister's Reports
- Board Elections
- Capital Campaign Update
- Pledge Report
- Endowments Report
- Budget
- Closing

BOARD NOMINEES/NOMINATING COMMITTEE

SARANG JOSHI

Sarang Joshi is currently a professor of Biomedical Engineering at University of Utah. He is committed to social justice and immigrant rights and has been a member of the Sanctuary Steering Committee from its very inception. He is looking forward to bringing his experience in industry as well as academia to the UUSLC Board to help navigate it through the upcoming transition.

His wife Karin is also a professor at the U and heavily involved in RE. They have two sons Avinash who just completed the Coming of Age Program and Samir who recently graduated from high school and will be heading for college.



KRISTEN QUINN

Kristen Quinn has been a part of First Unitarian Church since her 18 year old daughter, Chloe was born. She came to the Church with the intention of providing her children with a spiritual community that would support critical thinking, personal exploration and community. Kristen has taught in the RE program for almost all of these years, finding a special love for the Coming of Age Program. She is honored to be nominated for the Board.

Kristen has two children (Chloe, 18 and Gage, 15). She is married to Steve Quinn, who is a Fire Fighter for the Unified Fire Authority. She has one Airedale Terrier, Hazel. Her loves include almost anything outdoors.



Professionally, Kristen is a licensed Clinical Mental Health Counselor, working at the Burn Center at the University of Utah Hospital.

BOARD NOMINEES/NOMINATING COMMITTEE CONT.

MELANIE STEINER-SHERWOOD

My family discovered First Church shortly after our move to Utah, and my husband and I became members in 2016. Erik and I have very different religious backgrounds but found a home in Unitarian Universalism, especially the First Church community. Our three children—boys aged 9, 7, and almost 2—all participated in Child Dedication ceremonies and are now moving through the Religious Education curriculum. My involvement with church life began as Coffee Hour volunteer; then I joined the choir, the pledge committee, and the nominating committee. Until our youngest son arrived, I also participated in Small Group Ministry, and I hope to return soon.



I'm from (East) Berlin and moved to the United States to complete graduate studies. I have a long history of teaching German language and literature, but my career took an unexpected turn when I joined the U in a research support role. I've assisted faculty from nearly every college develop federal funding proposals, and I recently started in a research director position on health sciences campus.

I'm grateful to so many individuals who have built our church's vibrant and resilient community. The board nomination is a great honor, and I'd welcome the opportunity to "give back" by serving on the board

NEW MEMBER LIST

Name	Member Since
Kathryn Henderson	9/15/19
Derek Henderson	9/15/19
David Wilks	11/26/19
Janice Torck	1/25/20
Susan Atkinson	1/30/20
James Atkinson	1/30/20
Brad Hanks	2/11/20
Lee Christensen	4/30/20
Marco Mora Huizar	4/30/20
Beck Miller	4/30/20
Tyeer Houser	5/11/20

MINISTER'S ANNUAL REPORT - REV. TOM GOLDSMITH

Since this minister's report will be examined with great interest many years and decades from now, I am particularly mindful about composing it. As I have often wondered myself how this church persevered during the Spanish Flu, Great Depression, and WWII, so too will my successors want to investigate how our church managed through a horrid pandemic known as COVID-19. I hope that history buffs in the future will glean more from our current records than I was able to find rummaging the archives for clues of previous disasters.

Currently we have felt the ravages of the pandemic since early March with shelter-in-place orders except for essential personnel. Essential personnel are defined primarily as those in the medical fields, first responders, and grocery clerks. Our church shut down the physical facility on March 15th, the date set aside long ago as Celebration Sunday when we launch our Pledge Drive. This could rattle any church staff, who tend to attach too high a premium on a formal pledge campaign kick-off. Those members of the church who had not lost their jobs or have taken too hard a cut in pay, pledged as generously as ever. It was as though they instinctively knew that the community needed not only lots of love right now, but bills are not discontinued during a pandemic.

Our nation had the misfortune of having the wrong president at the wrong time, exacerbating the dysfunctional administration in Washington along with the pathological outbursts of the president's narcissism. Utah, along with several other states mostly in the south, has placed the pandemic on the back-burner and has opened the state for business prematurely. Utah has decided along with other more conservative states that the economy takes precedence over human lives.

The doors to the church remain closed, but the pandemic has catapulted us into an online format to continue worship services, board meetings, discussion groups, adult education, and RE throughout the week. We are particularly indebted to the services of our tech crew: Lee Shuster, Don Walton, and Richard Bliss for helping us manage the strains and stresses of making worship services available. On Easter Sunday we had well over 400 hits online and about another 125 on Facebook. This may open up new horizons in making an online church experience more valuable than merely a substitute for chapel services. We are currently working on examining the full extent of being an online church.

As of this writing, no one from the congregation has been infected with the coronavirus, and we hope such good news continues through the duration of the virus. The church seems more aware than ever of the need to remain in close connection with our elderly and shut-in population. The congregation has become "alive" in its concern and love for others, helping one another to the extent we can.

Thus this minister's report begins with an upbeat tone regardless of what the consequences of a drawn-out pandemic may be. We feel most acutely a sense of community that transcends the physical need for a building to bring us together. Although adversity usually brings out the best in people, an extended period of adversity reflects a more accurate account of one's mettle. We are holding our own. We may miss the hugs and coffee hour sharing of news and gossip, the choir, and

MINISTER'S ANNUAL REPORT CONTINUED

cell phones going off during worship services, but we're hanging tough. We seem to intuit a new way of being, both for society and the church once we get to the other side of the COVID-19. Our nation's crises in the past have usually changed its people, making a social safety net stronger and reducing the gross inequities in wealth and health. And so too, we keep a watchful eye out for imminent change, hoping that new leadership in Washington will usher in a new era of compassion.

Aside from the uncertainty as we take measured steps through this difficult period in history, my heart is filled with deep gratitude for the people on staff here, the Board of Trustees, and the many volunteers who keep the church operational in the face of profound challenges. Monica has revealed a tech side to herself that has been instrumental in helping us to maintain contact with the congregation. Her contributions to worship services continue to be a blessing, even when relegated to an online world. Amanda and Lissa have extended creativity to the max in providing RE projects for kids and family on a daily basis. David has transferred his virtuosity to online performances, and Margaret and Stefanie have somehow managed to keep the church running smoothly like a well-oiled machine. Everyone has worked selflessly while pouring an untold number of extra hours to ensure the church functioning smoothly in these extraordinary times. And Layne has been the unsung hero, working in the church everyday, supervising work on capital campaign contracts and making sure all equipment is in good working order.

The year began strong and what I can only consider "normal." As senior minister I tried to fulfill my behind-the-scene duties by working with the Capital Campaign Committee, chaired by Allan Ainsworth and Colette Herrick. Please see their report for details on all the work that has been accomplished.

I am also grateful to Allan Ainsworth, Tom Huckin, Alan Coombs, John Rasmussen, Ken Kraus, Tim Chambless, and Don Walton for their research and writing to bring our church history up to the present. We had nothing on record since Lorille Miller's centennial book published in 1991. Thanks to our history committee, working in collaboration with the Marriott Library at the University of Utah, we will have a magnificent online history of our church since 1991 to the present. More details of this historical extravaganza will be unveiled very soon.

I have also worked with our auction committee and sanctuary steering committee, mostly in the capacity of connecting with legal assistance. Vicky Chavez and her two daughters have been with us in sanctuary for 28 months, and continue to serve as inspiration to the entire congregation.

I continue to facilitate small groups at Friendship Manor every month, with our young adults bi-monthly, and also offer a program on occasion for our Family Fun Night gatherings.

During the fall, I facilitated a book discussion group on African American novelists. The follow-up in the spring had to be postponed due to the virus.

It has also been an honor for me to extend our ministry here in Salt Lake City to St. George. An intrepid crew of about 50 UUs is trying to make their progressive mark in southwestern Utah. It has

MINISTER'S ANNUAL REPORT CONTINUED

been my honor to travel there on occasion, not only leading worship services, but also working with their Board and offering workshops. It has been quite rewarding, and I feel they have an outstanding chance at succeeding as a viable congregation in the near future.

In this my 33rd and penultimate year of ministry with you, I continue the tradition of ending my report with an expression of gratitude to the members who died since the previous Annual Meeting. They include old-timers who have served the church well in many capacities, and sadly a teenager whose life of promise was tragically cut short in a car accident. May we honor the deceased with a moment of love and gratitude.

William (Pete) Peterson
Woody Renzetti
Dianne Nielson
Betsy Pollak
Lincoln Wilkes
Rawlins Young
Eddie Ellison
Steve Gillespie
Barbara Tanner
Kim Wilson

Respectfully submitted,

Tom

ASSISTANT MINISTER'S REPORT - REV. MONICA DOBBINS

What a year this has turned out to be! No one could, at the beginning of this year, have predicted how it would turn out by now. But the core mission of our church has not changed: to dwell together in peace, to seek the truth in love, and to help one another. I'm so grateful to be your assistant minister and to serve our faith alongside you.

Here are some highlights from this year:

Religious Education:

A busy year for adult religious education, with many opportunities for learning, growing, and developing relationships. We continued with our Faith Forward series, as Christine Ashworth and I facilitated classes in theology and church history. Nikki Blackburn and I taught a class for LGBTQ+ folks on Accepting Your Religious Past; Derek Gersdorf taught a class on the Seven Principles and Philosophy; and John Shavers and Adrienne Splinter continued their Mystical Spirituality reading group.

In addition, our small group ministries had another successful year, and our young adults continued their monthly discussion meetings with Rev. Tom and I facilitating. I was also pleased to bring a QPR suicide prevention training to our young adult group.

In December I presented a lecture on the Nativity of Jesus, which was broadcast on Facebook Live and attended by about 50 people and another 80 or so online. I also supervised this year's Solstice celebration, written and produced together with Hana Dobbins-Reamer. And I worked together with our DRE Amanda Esko, our RE assistant Lissa Lander, and the wonderful teachers in our Coming of Age program, helping these youth explore and articulate their faith.

Social Justice:

Our Social Justice Council has had a successful year, and you can read about their important work elsewhere in this report. In addition to their wonderful work, I also engaged in the following social justice related activities:

I participated in the Global Climate Strike along with several of our members and friends, including our youth, and spoke at a rally opposing the attacks on Iran in January.

I joined the Utah Coalition to Keep Families Together, a grassroots organizing coalition to prevent the construction of an immigrant detention facility in Evanston, WY. The high point of the year was a Public Hearing put on by the Coalition, featuring speakers and musicians from a diverse field of affected people who presented their evidence against the facility. I'm proud to say that CoreCivic (formerly Corrections Corporation of America) pulled their proposal, bowing to public pressure, and – at least for now – there will be no new detention facility in Evanston.

Finally, I have joined a rapid-response team of clergy and religious professionals put together by the Unitarian Universalist Service Committee (UUSC), people who commit to quick action on immigrant justice when immigration crises arise in the United States.

ASSISTANT MINISTER'S REPORT CONTINUED

Interfaith:

Usually this is the part of my report where I gush about how excited I am to be participating in this year's Interfaith Pride celebrations. Unfortunately, that isn't going to happen this year. However, I am pleased to report on some other interfaith activities.

I have been providing guest preaching for the Magic Valley UU Fellowship in Twin Falls, ID; and I facilitated an all-church vision workshop at Christ United Methodist Church in Millcreek. I also co-facilitated a four-week study of the Psalms with my colleagues Rev. Jake Morrill and Rev. Roger Butts for the UU Christian Fellowship.

Other highlights this year:

I participated in two panel discussions organized by Planned Parenthood for their Teen Council program. Teen sexual health peer educators asked questions of panelists about our faith tradition's stances on human sexual diversity, birth control and abortion, sexual ethics, and more. I also participated in this year's Encircle Summit, with workshops on supporting queer youth and families in educational settings.

Some of the most interesting and exciting work that I did this year was working with the church's Ministerial Transition Team, as the congregation prepares for the retirement of its senior minister. This team is now working independently and you'll see a lot more of them in the coming year.

And the most surprising work I did this year was introducing the congregation to Zoom! Out of necessity, I helped lots of people get connected as we faced a global pandemic together and learned how to keep church going. I'm grateful to have attended a seminary where most of the work was done online – I felt a little better prepared than I might have!

Goals for next year:

I'm hoping to keep our robust religious education program for adults going strong – even if much of it will be done online. I'm working now to develop classes that participants can work through the material on their own schedule, as well as more traditional formats. Spiritual practice, scripture study, and leadership development are all on my radar for teaching and learning opportunities.

Rev. Tom, David Owens and I have been communicating often with our tech wizards Lee Shuster, Don Walton, and Richard Bliss about the possibilities for continuing worship next year, in whatever format we must. We have a unique opportunity to create more beautiful and more meaningful worship experiences that fortify the community until we are all together again in person.

One more thing: A hearty thank you to all of our hospitality volunteers, including Sunday morning greeters, coffee hosts, welcome table volunteers, and UU Orientation hosts, who make our church such a welcoming place for visitors exploring our faith and church community. Your steady, faithful presence is always deeply appreciated, and I'm so looking forward to working with you again as soon as possible.

RELIGIOUS EDUCATION REPORT - AMANDA ESKO

What a year the 2019 - 2020 church year has been. As always, the First Unitarian Church of Salt Lake City has invested time, talent, and treasure in our religious education program. While this year is ending in a way no one expected oh, it has been a year centered around love, faith, and service.

Religious Education Staff and Volunteers

With the help of our amazing religious education assistant, Lissa Lander, the Religious Education program continues to serve the children and youth of our community with love, respect, and joy. As always we are ever so grateful for the adults who invest their time and love in our children and youth as religious education teachers. This year we were gifted with the talents of Erica Kreutziger, Melinda Pettingill, Darren Patterson, Carrie and Calvin Black, Julie Miller, Kevin Emerson, Kenny Smith, Ian Mitchell, Karin Baumgartner, Raleigh Smith, and Peter Esko. In addition to our amazing volunteers, our community also invested in paid positions in the Religious Education program. With love and care for our oldest and youngest, I would like to thank Trinity Taylor and Jennifer Haertel who worked in our nursery, and Brian Gregory who joined our team as our Youth Advisor. In addition to these stalwart folks, once again hundreds of volunteer hours by parents and adults in the community were spent supporting our program. Without the time and care of these loving adults, Religious Education would not be possible at the First Unitarian Church.

Religious Education Classes

During the 2019-2020 church year, Lower School had an emphasis on fun, social justice, and faith formation. This year the Lower School had five classes: infants, preschool/kindergarten, 1st/2nd grade, 3rd/4th grade, and 5th/6th grade. Each group was different, lively, and full of joy. In addition to our curriculum blocks, we also held a very successful art block for 8 weeks in the late fall. We were blessed to once again have our religious education assistant Lissa Lander lead the charge in developing the scope of these weeks. In our continued commitment to social justice and community outreach, this year we partnered with Primary Children's Medical Center. Throughout the 8-week art block, youth from our congregation created art kits and made blankets for children at the hospital. This was an incredibly impactful way to bridge our love of art, as well as our commitment to social justice. As an extension of their curriculum, the 5th/6th grade class spearheaded an incredibly successful fundraising campaign of selling jars of soup. In total, they raised over \$700 for Primary Children's Medical Center!

Upper school consisted of two classes this year, Coming of Age and High School. As is our tradition at First Unitarian Church, the Coming of Age class spent the year examining their beliefs and learning how to articulate them. With the help of mentors from the community, the youth wrote their faith statements. While this robust program was cut short due to the pandemic, the class continued to meet online in the face of adversity. Additionally, I would like to note that because of the pandemic, this class's trip to Boston was canceled. While the best choice, it was still a huge

RELIGIOUS EDUCATION REPORT CONTINUED

disappointment for everyone involved. The High School class this year explored Popcorn Theology, a curriculum centered around the theology ties in popular movies. They lead the congregation in an incredibly moving worship service on January 26th.

This year, every Religious Education class had a hand in our ongoing social justice work with the VOA Homeless Youth Resource Center! From September-March, class made over 40 sack lunches for the youth at the center.

OWL

For the first time in three years, we were able to offer a high school OWL class. This class served a group of 10th through 12th graders, from First Church and the larger community. This class was lovingly shepherded by Heather Drenckhahn, Erin Phinney-Johnson, Marlin Taylor, and Matt Wilson. While the High School class was able to complete the year, unfortunately, we were unable to continue to offer the 5th/6th grade class of OWL. Per UUA guidelines this class was unable to continue virtually, but we are hopeful that we will finish up this class as soon as it is safe for us to join in community together. I would like to acknowledge however, the teachers who volunteered to teach! A big thank-you goes out to Di Johnson, Nancy and Phil Moos, and Matt Wilson. This program is an important part of our social justice outreach at First Unitarian Church and I am incredibly grateful for all those who participate.

In the fall of 2019, we partnered with the Planned Parenthood Association of Utah and helped facilitate the author, Shafia Zaloom, and her book, "Sex, Teens & Everything in Between". Anytime we can, Religious Education loves to support Planned Parenthood in its mission to increase sex education and information in Utah.

Special Events and Programs

If it's one thing RE likes to do, it's throw a party! This year we were able to host annual favorites such as the Halloween Party, Holiday Party, San Esteban Giving Tree, Christmas Pageant, and the Solstice worship service and Fundraising Dinner. In the fall, we were also happy to introduce a new intergenerational event, a Welcome Back Potluck. Over 100 people joined in to bring a dish and share a meal on our beautiful playground. It was a great event that we hope to continue when we can be together in person again. Family Fun Night continued to meet monthly, offering connection, and community for families for over 7 years.

Online Religious Education

Once First Church decided to close its physical building due to the dangers of the COVID-19 pandemic religious education leaders wasted no time in creating a vision for a new Religious Education. For lower school students, weekly faith formation ideas based on themes such as Curiosity, Story Play, Memory, and Gratitude Were sent home to families. Online meetings were offered for Children and families to continue our connections to one another. Children's chapel and meditations work added to our YouTube offerings for families to use as a resource in building

RELIGIOUS EDUCATION REPORT CONTINUED

spiritual practices within the home. The stalwart Coming of Age class and mentors met online to finish their faith statements and created a beautiful worship service for our entire community to take part in. High School continued to meet online, and a virtual bridging service was held during the May 31st worship service. We are so proud of every senior graduating in these difficult times.

The challenges of meeting digitally are real, but professional staff and volunteers are working to reimagine Religious Education for a new reality. This is not an easy task but together, and community, it is my fervent hope that we will arise from this time stronger.

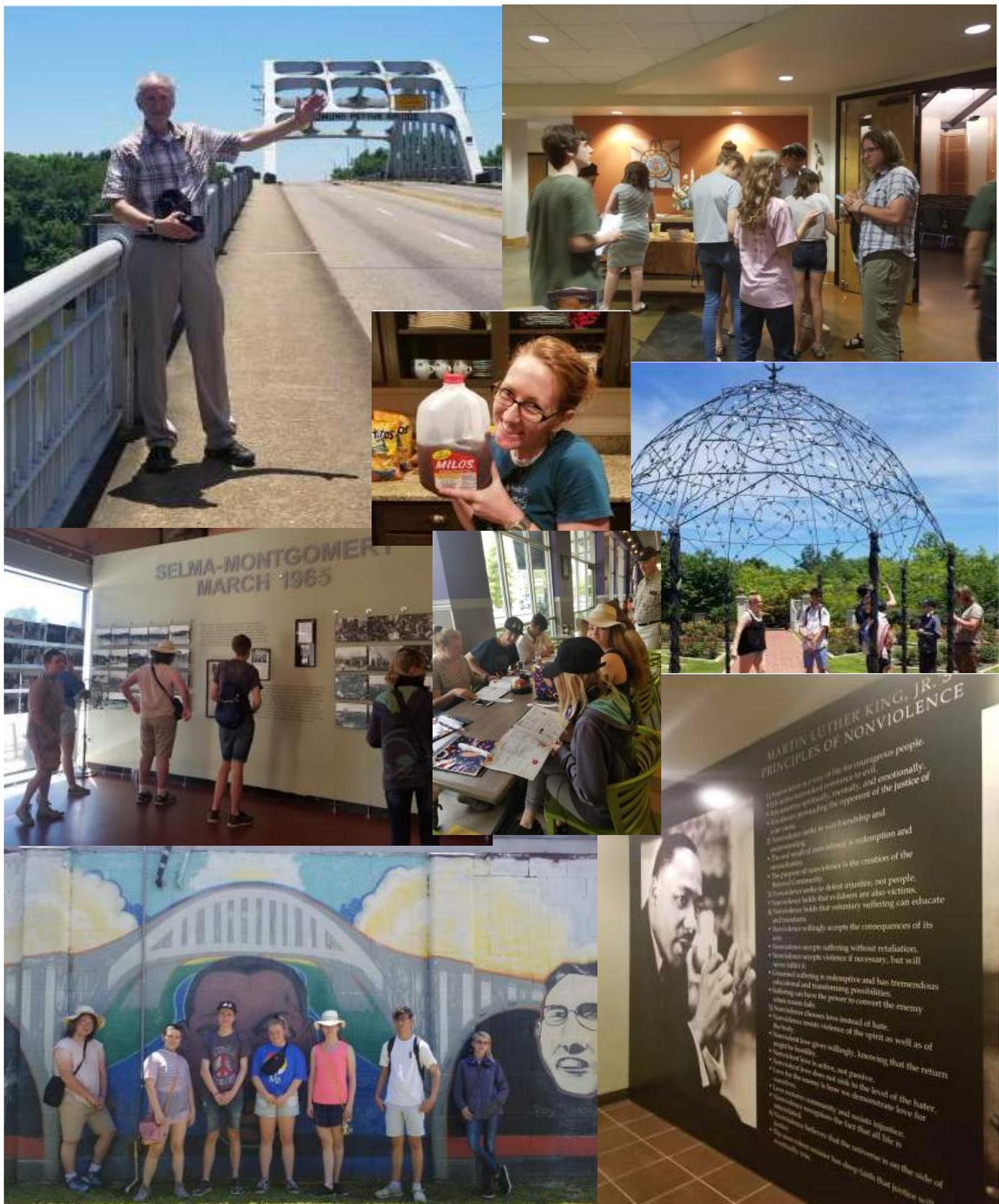
Peace,
Amanda Esko
Director of Religious Education



RELIGIOUS EDUCATION REPORT CONTINUED



RELIGIOUS EDUCATION REPORT CONTINUED



MUSIC DEPARTMENT REPORT - DAVID OWENS-LUPU

As with most programs here at First Church, it has been a year of change, adaptation, and modifying throughout the entire year.

We started off the church year having bid David Zabriskie a farewell as he took the Director of Music position at another church. Apart from his obvious absence, perhaps the most challenging aspect of his departure was how exactly to take up the slack in the choral department.

Having just launched the smaller singing ensemble - The Chalice Singers – last year and reestablished the structure of The Chancel Choir, there was great interest in retaining and maintaining the momentum these two autonomous groups were experiencing.

It was decided that David Owens-Lupu (yes! Adrian and I got married at the church in August just prior to the church year resuming) would take over directorship of both choirs working to promote their individual needs and musical commitments to the church.

This met with a good deal of success supplying a consistent presence of fine choral worship in our services. Perhaps the most notable change was the implementation of a “rotating” calendar for Singing Sundays. While this relieved a staggering directorial burden, it did see an unusual experience in that the two choirs never sang together, and sometimes, surprisingly, were not employed to sing on some of our “Big Sundays”. That said, all in all, it seemed to work itself out and members of both choirs eventually adapted and started feeling their own in our Choral Sundays.

Alison Christiansen sustained her post as Choir President for The Chancel Choir, and Andy Walker did the same for The Chalice Singers. Both bringing a wealth of leadership skills, time investment (rehearsal minutes and social e-mailing), as well as social acumen to their respective posts.

David, with the invaluable assistance of Nikki Blackburn and Lara Haynes, continued working with the Junior Singers. Their delightful voices and enthusiasm graced Sunday Services about once a month as well as at a various holiday gatherings throughout the late and first part of the church year.

The church calendar pretty much followed its usual course up through the holidays and the first couple of months. We were gearing up for some special events: The Barber Easter Chorale; A special Memorial Sunday; and some unified closing Worship Service when the Coronavirus-19 pandemic closed the church.

Pretty much all music making came to an abrupt halt with the indefinite suspension of group meetings and/or rehearsals. Individuals from all walks of the church have struggled to keep up their music making via social media, and to varying degrees of success we are learning how to do this more effectively.

It is our hope that we will refine this process to the degree that we not only gratify our own music making needs, but can also contribute in musically enhancing ways to upcoming Sunday Services. To that end, a brief explanation of the current musical components of our virtual Sundays might be informative.

MUSIC DEPARTMENT REPORT CONTINUED

With the advantage of enhanced filming and recording capabilities, as well as the placement and accessibility of our fine Yamaha C-5 grand piano, and Estey pipe organ, it was decided by the Ministerial Staff and Audio Visual Production Team to keep me (David Owens-Lupu) as, for the most part, the sole participant in our virtual Sunday Mornings who would “produce” his segment in the actual physical space of our Sanctuary at First Church. Having the bulk of my music library in my church office also contributed to the practical necessity of this set up.

Lee Shuster, Don Walton, and Richard Bliss have effectively turned the Sanctuary into a recording studio that I –almost in complete isolation- am learning (little by slowly) to utilize to best effect for supplying incidental music to our Virtual Sunday Morning Worship Services. The same members mentioned above then serve as a post-production team; editing (innumerable takes !), enhancing and then posting our virtual Sunday Services on social media platforms. As well as these “in house” installations, I’ve ventured “outside” a time or two to self produce ‘at’ home’ videos. We have also just initiated an invitation to start including musical members from our congregation in pre-recording installments to be included in our virtual Sunday Services. As well, we look forward to mastering technologies to incorporate the choral and solo music performance experience into our worship.

The administrative team of the Music Department remains as it was at the initiation of the church year: David Owens-Lupu - Director of Music at First Unitarian Church. Holly Stuart - Assistant Choral Director of The Chancel Choir. Alison Christiansen - Choir President to The Chancel Choir. Andy Walker - Choir President to The Chalice Singers. Immeasurable Thanks goes to these individuals for their endless commitment and dedication to creating Worship through Music at First Church.

In response to these strange and chaotic times, addressing the budget allotted the Music Department is a bit nebulous. Due to not only frugal expenditures in the early part of the church year, but also the almost complete ceasing of spending and expenses in the last part of the year (Coronavirus-19 period), the Music Department has operated excessively below budget. As with all programs in the church, efforts are underway with the Finance Committee and the Senior Minister to address the reallocation of funds to reflect new and changing demands on the music program budget.

As always, care and maintenance of our three pianos (Yamaha C-5 grand { Sanctuary}, Yamaha U-1 upright {Little Chapel/Eliot Hall} , Hamilton upright {David’s Office/Choir Room}) and Estey Pipe Organ remain a consistent priority



MUSIC DEPARTMENT REPORT CONTINUED



BOARD PRESIDENT'S REPORT - PETER ESKO

Sitting down to write this report feels a little bit like taking a ride on a pendulum. The year had so many defining moments, from amazing Sunday services, small group ministry continuing to form amazing relationships and community within our congregation, ongoing OWL classes, Coming of Age services, choir performances that deepen the emotional connection to our faith, art shows, picnics, and joyous celebration of our liberal traditions. In addition, the countless hours of service that have been put into sanctuary and the legal and political fight for Vicky's safety.

I would encourage all to think back to the opening intergenerational potluck in the early weeks of the year where we had 200+ people out on the playground area, enjoying a wonderful meal together, sharing stories of the summer, and reconnecting as a community. This event was one of several that defined the church year for me personally, and I hope that others can think back to a time where the world seemed simpler and more normal.

All of the amazing work that you have done this past year should not be dampened by the COVID-19 pandemic. While it has and will continue to test the strength of our congregation I have no doubt that we continue to make smart choices that reaffirm our values and commitment to the core seven principles that make up our faith.

The herculean efforts of all staff and volunteers to make such a smooth transition to digital worship and outreach as we are and continue to be physically separate needs to be lifted up and celebrated. The growth has not been without hiccups and growing pains, but such a move has gone smoother than I think anyone should ever expect. New ways of creating community and worship are being investigated every week and we are all working to create as robust of a community as possible.

This does not and should not be misinterpreted as a lack of desire to return to our space, and come back together physically as a community. I know when the appropriate time comes, we will all join together and celebrate with an even deeper connection and greater joy after facing the challenges of the current time.

Budget

The board has been working to find ways to create a budget for the 2020-2021 year with a lens of shared community and faith values. This is not an easy task. Looking to the coming year without a clear sense of some of the traditional sources of income that the church has creates an unknown factor that we must plan for and ensure that we are clear with the scenarios being presented.

The proposed budget is not the the picture we would like to share, but one that reacts to the current state of pledge income, potential drop in facility rentals, uncertainty about the auction, and countless other smaller but vital pieces of the puzzle.

The executive staff, in conjunction with the board, is prepared to tighten down every possible string, and with a sense of generosity of spirit willing to make work as a worst case scenario. The current

BOARD PRESIDENT'S REPORT - PETER ESKO

budget will be evaluated quarterly in order to make accommodations and work to ensure a sustainable path moving forward knowing that the current pandemic will not last forever. The fiscal prudence of our congregation in the past has made the future far more realistic considering the global pandemic that we face.

Transition

This past year the transition committee was solidified and their work to educate the congregation about the transition process and aid in logistical monitoring has moved forward in a very smooth fashion. The next phases will kick into gear in roughly the 3rd quarter of the coming year where we engage with the UUA to find a two-year interim minister who will be able to guide us through the transition process. The board remains confident in moving forward with as smooth of a ministerial transition as possible, and would like to recognize the wisdom and desired consistency and continuity of our Assistant Minister, Monica Dobbins during and after the transition period.

Governance

The board continues to monitor and ensure compliance of the executive staff within the boundaries setup with policy governance. Some of the highlights include the reconstituting a personnel and finance committee to consult with the board in many best practices in both areas. The board continued its work to maintain and follow the policy governance model and ensure that the continuity and vision moving into the future.

Future Vision

Thank you all for your continued commitment to our church, and to the community that it brings. I know that this period will test our devotion and push boundaries of how and when we connect with each other. The mission and vision of our church however remains consistent.

The Mission of the First Unitarian Church of Salt Lake City

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

Our Vision: The Ends the Church is Seeking

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

Among our Congregants - The congregants of First Unitarian Church will create a supportive, caring, accepting, celebratory community where everyone feels valued and contributes to the wellbeing of the church community.

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

AUDIO VISUAL REPORT - LEE SHUSTER

May 18, 2020

Report compiled for First Unitarian Church of Salt Lake City

By Lee Shuster, Interim (COVID-19 ONLY) Chairperson

Time period: July 2019 to June 2020

INTRODUCTION:

As Interim (retired) Committee Chair, I owe a special “thank you” to my fellow A-V team volunteers: Don Walton, Richard Bliss, Gerry Black and Joe Herring.

THE A-V TEAM SUPPORTED THESE PROGRAMS IN 2019-2020:

- Physical Summer Forum (June - August 2019)
- Virtual Summer Forum Planning (June - August 2020)
- (Jazz Vespers) Physical Concert Continuation Planning (Oct - Dec 2019)
- Physical Worship 09:00 & 11:00 AM (August - March — 29 weeks)
- Virtual Worship (March - June — 14 weeks)
- Virtual Coffee Hour — 10:00 AM & 12:00 (March - June — 14 weeks)
- Physical Special Events (September - March — 29 weeks)
 - Weddings, Memorials, Festivals, Solstice, Pageant, various Eliot Hall events
- Church Multi-Media History Project
- Engagement With Religious Education Programs
 - Coming of Age Service

In June 2019, Don and Lee attended eight weeks of **Summer Forum 2019** programs providing live audio in the physical chapel. Don also performed video post-production duties which can be viewed here:

<https://www.youtube.com/user/FirstUUSLC/videos>

Virtual Summer Forum 2020 is alive and well and includes a full schedule of Guest Speakers. See posted schedule

<https://slcuu.org/news/latest-news/item/1068-2020-virtual-summer-forum-series>

The AV-Team has contributed planning ideas for **Virtual Summer Forum 2020** returning hosts, Tim and Cathy Chambless. The A-V Team needs four to six additional volunteers to act as “Virtual Ushers.” No experience needed, we’ll provide simple training on your duties that will help us manage a lively Q & A discussion. Contact me directly:

As last year’s regular programming returned in the fall, Rev Goldsmith announced the end of the popular **Jazz Vespers series**, after a very successful 30-year run. If you are not familiar with this

AUDIO VISUAL REPORT CONTINUED

event, it typically was SRO (Standing Room Only), with many devotees arriving ninety minutes early to secure a pew seat.

Not surprisingly, many church members approached the A-V Team directly with requests for exploring alternatives. A “**Community-based Live Concert Series**” using the physical chapel and the six-person A-V Team’s lighting, sound and video technical expertise was explored by Don, Joe and myself. We made presentations to the church board and were successful in securing contributions from outside concert service providers. An eight-week Spring series was planned and multiple diverse acts were booked. Challenges included finding a suitable Master of Ceremonies and negotiating a fair rental arrangement with the church.

Ultimately, the A-V Team decided the effort to write and secure grant-based funding, manage event marketing, and co-ordinate with church board and staff was too complicated and daunting. An unintended consequence of ending the popular Jazz Vespers series, was the A-V Team that had worked together fine-tuning it’s Social Media, lighting, audio, and video “live performance production skills” lost interest and shrunk from eight members to two. Fortunately the A-V Team produced and shared years of past Jazz Vespers videos. View for free here:

<https://www.youtube.com/user/lshuster/search?query=jazz+vespers>

As regular **Physical Worship Services at 09:00 & 11:00 AM** resumed in August 2019 the A-V Team provided seven months (up to mid-March) of services: Audio for Music and Dialogue that supports ADA-compliant Hearing Assistance and Video for physical CCTV distribution to overflow in Eliot Hall, The Haven, Nursery and staff Administration offices. In addition, Video is recorded for both services. The best service is selected for post-production processing and has been shared on YouTube for years. View here:

<https://www.youtube.com/user/FirstUUSLC/videos>

In December 2019, I retired from the University of Utah having served 19 years in a staff position. Concurrently I informed the church that I was resigning (after 25 years) as Chairperson of the Audio-Visual Committee. That left Don Walton as the remaining A-V Team member. Don and I worked diligently to simplify and document physical A-V systems for the staff.

In March 2020, Covid-19 brought many changes. As the physical church was forced to close, I agreed to help with the new **Virtual Worship Services** (beginning March 22nd and planned to end on June 21st — a period spanning 14 Sundays). The A-V Team was well positioned to continue sharing Virtual Worship Services via YouTube. But different approaches and changes were necessary. In March, Don and I setup an “intimate” video recording studio in the chapel and recorded the worship team of Rev. Goldsmith, Rev. Dobbins, and Music Director Owens-Lupu. Don and I voluntarily supplemented church-owned A-V equipment for this rapidly deployed “studio.”

After two weeks, we realized the unnecessary risks in exposing all individuals involved to Covid-19. I recruited Richard Bliss (a former Jazz Vespers A-V alumni) to assist us in forging a home-based, video recording plan using smartphones or tablets. Richard suggested using Apple iPads for

AUDIO VISUAL REPORT CONTINUED

recording video from Rev Goldsmith and Rev Dobbins, remotely. Music Director Owens-Lupu decided to continue using the chapel-based studio for piano and organ continuity. View here:

<https://www.youtube.com/user/FirstUUSLC/videos>

The A-V Team has tried to improve the production, working closely with worship team members. We have explored, tested, and used new tools including: remote desktop training, video preview & sharing, and team collaboration-communication. The Worship team and AV-Teams worked together when Religious Education Director, Amanda Esko collected over twenty video submissions for the 2020 **Coming of Age** service, featuring home videos by students and their individual mentors. View here:

<https://www.youtube.com/watch?v=dirYVRHIVeg>

CONCLUSION:

No one can predict what the future will bring in these rapidly changing times. I suspect the church will arrive at some combination of virtual and physical worship? Technology will play an important role, but good, reliable, open-minded people are they key ingredient to collaborative team-building. It is imperative that the church have individuals with broad technical expertise to support any virtual presence — whether they be volunteers or staff. It is challenging to recruit, train and retain volunteers. It is also expensive to hire staff. Personally, I hope the First Unitarian Church of Salt Lake City will thrive next church year and continue to share its progressive religious message. After twenty-five years of serving as an A-V Committee Chairperson, I look forward to passing the torch to a new generation.



TORCHBEARERS CAPITAL CAMPAIGN - ALLAN AINSWORTH

All well-run institutions periodically undergo inspections of the physical condition of their building and grounds with an eye toward maintaining and anticipating wear and tear and inefficiencies in such areas as energy and brick and mortar deterioration. The First Unitarian Church of Salt Lake City is no exception. Beginning in 2018, the Board of Trustees, pastors, and staff began the process of examining our church from top to bottom in order to anticipate what repairs and upgrades would be needed to keep the building and grounds in good shape over the next several years.

As a result of this inspection the latest capital campaign, called "First Unitarian Torchbearers", was officially launched on May 19, 2019. Committee members, including Co-Chairs Allan Ainsworth and Colette Herrick, along with Cheryl Johnson, Kim Grob, Peter Esco, Tom Goldsmith, and Monica Dobbins, began meeting in January 2019 to plan the strategy for the campaign. Reverend Goldsmith tasked the committee, with Board of Trustees approval and staff input, to raise \$500,000 over three years to provide funding for much-needed repairs, increased energy efficiency, security, and maintenance to the physical plant and grounds of our 93-year old church.

Bids for the work resulted in \$420,000 in projects to be completed. The committee agreed to add an additional \$80,000 to the campaign to anticipate cost overruns and unanticipated needs to carry the church through the next five or more years to avoid the need for another capital campaign in the near future.

The committee designed a multi-page brochure linking the current capital campaign with the original construction of the church in 1927. Members offered their testimonials in the brochure describing why they are a part of this progressive bastion of people in the Salt Lake community. The theme of the pamphlet is "Safer, Stronger, Greener", reflecting the forward-thinking values the church continues to uphold.

Examples of the projects include double-insulation for the chapel windows, energy efficient double doors at Eliot and chapel entry, steam pipe insulation, upgrading older lighting fixtures, repairing the wood columns (a result of dry rot) at the entrance of the chapel, air conditioning upgrades, and improvements to the Memorial Gardens on the south side of the church campus, among other needs.

One unforeseen project was the need to add handicap guard rails abutting the sidewalk leading onto the church grounds on the northeast side of the campus near the playground. During the winter of 2019-20 at least one older congregant slipped and fell (no permanent injury was incurred), highlighting the need to protect others during icy weather. New rails have now been successfully installed at a total cost of \$7000.

As of May 2020 about 106 individuals and families (roughly 30% of regular church attendees) have pledged financial support to reach the goals of the campaign. A total of \$405,669 has been pledged as of the first of May 2020. Fulfilled pledges of \$248,555 have been realized as of May. Total expenditures have been \$198,515 to date.

TORCHBEARERS CAPITAL CAMPAIGN CONTINUED

The committee has expended \$1,973 for printing, envelopes and postage costs to maintain the campaign. A spreadsheet outlining the status of the campaign is available on the next page of this report.

The co-chairs acknowledge the untiring work of committee members to make the Capital Campaign successful to date, and the committee deeply thanks the entire congregation for its commitment toward the end goal of \$500,000 over three years. Our goal is to have 100% of the congregation participate in the Campaign. If you have not yet donated, please do so by contacting Stefanie Park in administration (stefanieparkslcuu@gmail.com, or (801) 582-8687 #202). Your donations can be spread over the next two years, or you can elect to make a one-time donation. We will gratefully accept any amount that meets your budgetary needs.

We recognize that the Covid-19 pandemic has disrupted both jobs and savings accounts, but the work of the church goes on. Wood dry rot continues, equipment such as air conditioning fails, and other wear and tear on the physical plant will continue through time. Your commitment to become a Torchbearer reflects your pledge to help the church survive well into the future. We all recognize that the values of the church must carry forward to keep the church secure and well-maintained with an eye toward its future over the next 100 years.



**New sump pump installed
in basement**



**Cement replaced on
north stairway**

TORCHBEARERS CAPITAL CAMPAIGN CONTINUED



Pillar Renovation

TORCHBEARERS CAPITAL CAMPAIGN CONTINUED



Window Restoration

TORCHBEARERS CAPITAL CAMPAIGN CONTINUED



Window Restoration

FIRST UNITARIAN CHURCH OF SALT LAKE CITY

TORCHBEARERS CAPITAL CAMPAIGN 2019

	Original Approximate Cost	Approximate Cost	Actual Cost
Critical	278,000.00	98,000.00	179,250.73
Semi Critical	90,000.00	86,000.00	19,264.62
Non-Critical	51,000.00	51,000.00	0.00
Total Estimated Cost	\$ 419,000.00	\$ 235,000.00	\$ 198,515.35

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

Total Pledges Received as of 4/30/2020	\$ 405,669.84
Payments Received as of 4/30/2020	\$ 249,555.89

Item	Status	Original Approximate Cost	Approximate Cost	Actual 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		95,290.00
2 Energy inefficient double doors replaced at Eliot and chapel entry.	Critical	15,000.00	15,000.00	
3 Steam pipes insulated.	Critical	5,000.00	5,000.00	
4 Older lighting fixtures (T4 and T8 tubes energized by outdated ballasts.	Critical	5,000.00	5,000.00	
	Energy Total	140,000.00	25,000.00	95,290.00
Building Improvements				
1 Front columns, steeple woodwork, and most entrance wood work redone	Critical	20,000.00		30,272.00
2 Chapel ceiling repaired, broken joists restructured, and catwalk revamped	Critical	10,000.00	10,000.00	
3 Failing brick mortar re-mortared at old building	Critical	28,000.00	28,000.00	
4 Remaining 4 A/C air handler and condensers replaced at RE building	Critical	40,000.00		42,875.00
CCNS/RE New Flooring in CCNS rooms and RE office (Added after initial list was done)	Critical			7,013.73
	Critical Total	98,000.00	38,000.00	80,160.73
5 Eliot Hall wood floors sanded and refinished	Semi Critical	12,000.00	12,000.00	
6 A/C added in Junior High room.	Semi Critical	2,000.00	2,000.00	
7 CCNS/RE north door replaced.	Semi Critical	5,000.00	5,000.00	
8 RE classrooms tables and chairs replaced.	Semi Critical	15,000.00	15,000.00	
	Semi Critical Total	34,000.00	34,000.00	0.00
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	10,000.00	
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	3,000.00	
11 Some RE/CCNS classroom window seals failed and condensed between double pane, needs	Non Critical	2,000.00	2,000.00	
12 Chapel pew cushions and chapel carpets replaced. All interior repainted.	Non Critical	30,000.00	30,000.00	
13 Eliot Hall, main entrance, bathrooms repainted.	Non Critical	6,000.00	6,000.00	
	Non Critical Total	51,000.00	51,000.00	0.00
	Building Total	183,000.00	123,000.00	80,160.73
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	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		3,800.00
	Critical Total	40,000.00	35,000.00	3,800.00
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	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	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	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	12,000.00	
7 Bollard lighting at ramp on CCNS/RE playground	Semi Critical	4,000.00		4,664.62
Railing at handicap ramp on CCNS/RE playground (Added after initial list was done)	Semi Critical	0.00		7,000.00
	Semi Critical Total	56,000.00	52,000.00	19,264.62
	Grounds Total	96,000.00	87,000.00	23,064.62
	Total Cost	419,000.00	235,000.00	198,515.35

ENDOWMENT FUND COMMITTEE REPORT-CATHY CHAMBLESS

ACTIVITIES THIS YEAR - MAY 2019 TO APRIL 2020

- A 5-member Endowment Committee meets regularly to oversee the Endowment Fund investments that are managed by Albion Financial, L.L.C of Salt Lake City. The objectives for the Fund are to produce optimal rate of return consistent with preservation of principal, potential for long-term asset growth, and socially responsible investment practices. The Committee monitors the Church's holdings to ensure the managed funds meet socially responsible standards consistent with congregational values.
- Endowment Committee members for this year are Lex Hemphill, Dot Verbrugge, William Ashworth, Mark Molen, and Cathy Chambless, Chair. The Endowment Committee met seven times in the past 12 months.
- In May of 2018 the Endowment Committee approved a motion to pay interest on a line-of-credit loan to begin capital improvements on the church property. This short-term loan is to be paid back by donations to the Torchbearers Capital Campaign. The Church administration applied in June 2019 for a loan from the University of Utah Credit Union to begin window replacement in the chapel. The repairs needed to be completed before church services began in August. The Endowment Fund has paid \$1,074.00 in interest since the loan was approved.
- The Endowment Committee researched the history of this church's endowment fund as part of an initiative to tell the story of First Unitarian Church of Salt Lake City over 30 years of Tom Goldsmith's ministry. Cathy Chambless wrote a narrative which will become part of a churchwide project to be published on the Church website.
- At the request of the Board of Trustees, the Committee developed a charter to describe the Endowment Committee's objectives, strategies, stakeholders, roles and responsibilities. The committee relied upon the research gathered for the 30-year church history project. The charter will be presented to the congregation for approval at the May 2020 annual meeting.
- The Endowment Committee met with the Board of Trustees January 13, 2020 to report on the status of the Fund and activities of the committee. The written report used a new format recommended by the Church Finance Committee to standardize Board monitoring reports.
- The Endowment Committee encourages donations to the Fund with memorial gifts and bequests from members and friends. In line with this goal, EC members conducted two "Endowment Chat" meetings on February 9, following church services. A brochure was created to explain opportunities for charitable giving and to answer questions about the Fund.

ENDOWMENT FUND CONTINUED-CATHY CHAMBLESS

VALUE OF ENDOWMENT FUND OVER TWO YEARS (as of April 13, 2020)

Date of report	4/20/18	4/26/2019	4/13/2020		
	2017-2018	2018-2019	2019-2020	Annual \$ change	Annual % change
Equities	699,458	864,705	801,005	-63,700	-7.37%
Bonds	153,038	191,866	225,800	33,934	17.69%
Cash	103,777	25,095	79,560	54,465	217.04%
Albion Account	956,273	1,081,666	1,106,365	24,699	2.28%
Total					
Cash in University Credit Union	83,110	74,317	21,785	-52,532	-70.69%
Total of Accounts	\$1,039,383.00	\$1,155,983.00	\$1,128,150.00	-\$27,833.00	-2.41%

CONTRIBUTIONS TO THE ENDOWMENT FUND (May 1, 2019 to April 30, 2020)

Memorial donations this year were \$6,735.00 The following individuals made memorial gifts:

Donor

Susan Schulman
 Sonia & Harold Decker
 Janet Sullivan
 Jennifer Seelig
 Cheri Condi
 John Wineriter
 Carol Lockwood
 Les Ellison
 Michelle Swaner
 Kathleen Powers Family

In Memory of

Ashley Join
 Marian Nelson
 Marian Nelson
 Rawlins Young
 Rawlins Young
 Flo Wineriter
 Edna Mae Ellison
 Edna Mae Ellison
 Julie Swaner
 Kathleen Powers

In addition, the Fund received \$13,000.00 in donations from the Wake Now Our Vision campaign sponsored by the Unitarian Universalist Association. This money represents ten percent of the bequest pledges made by members of our congregation that will benefit our church in the future. The pledges were matched by the Shelter Rock UU congregation in Manhasset, New York through this campaign. The Church hopes to receive two more quarterly payments of \$6,500 each.

ENDOWMENT FUND COMMITTEE REPORT CONTINUED

Total contributions to the Endowment Fund this year from memorial gifts and bequests were **\$19,735.00.**

DISTRIBUTIONS FROM THE ENDOWMENT FUND

- The Endowment Committee approved the transfer of \$22,297.44 to the church operations budget for fiscal year 2019-2020. This amount represented 2% of the total value of the Endowment Fund as of March 31, 2019.

RALPH WALDO EMERSON SOCIETY MEMBERS

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 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
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 2, 2019. The theme this year was “Keeping Up the Good Fight – One Victory at a Time”.

Participants:

Karen Shepherd, an activist and former U.S. Representative for the State of Utah, was the recipient of our Fairly Free Thinker Award. Actor Annette Wright served as our lively Live Auctioneer. There were 274 members and friends in attendance at the auction. We had over 129 individuals donate 12 vacations, 40 dinners and events, and 41 silent auction items. Forty-Six individuals or couples donated money as sponsors of the auction and 22 more became sponsors the night of the auction.

Ogden’s Own Distillery donated all the alcohol for the evening, for the third year in a row. We provided guests with three signature cocktails with Five Wives Heavenly 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 each and every one of you.

Proceeds:

The auction netted a final profit of over \$69,000. 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, Judy Smith, Adrienne Splinter

Live Auction: Sandi Greene, Julia Rossi

Silent Auction: Donnie Davis, Phil Davis, Nancy Howard, Di Johnson, Marion Johnson, Jon Engel

Raffle Baskets: Jan Crane, Cheryl Johnson

Decorations & Table Tents: Alice Brown, Eve Smith, Sue Geary

Program & Logo Design: Peter Esko

Printing: Lissa Lander, Nancy Howard

Night of Auction & Ongoing Assistance: Stefanie Park, Margaret Kosorok Bean

AUCTION COMMITTEE REPORT - MICHELE PAGE



AUCTION COMMITTEE REPORT - MICHELE PAGE



WELCOME TABLE - JAN CRANE

The Welcome Table is an important part of the church- it is the first face many visitors see and our intention is to make people feel happy that they came to First Church. Our smiling volunteers greet people and tell them about some of things we are engaged in and invite them to sign up for the newsletter, orientation and get acquainted meetings hosted by Tom and Monica. We also hand out bookmarks, name tags, and generally spark interest. Sign up Genius is how we manage our 30+ volunteers and it is working great. Badges for church members that say "New? Let's Talk" were handed out at the Activities Fair to encourage more dialogue with newcomers. The chair of the Welcome Table is Jan Crane, with Nancy Howard and Marion Johnson as part of the team.

TRANSITION TEAM - SUE GEARY

Ministerial Transition Task Force

The Ministerial Transition Task Force was appointed by the Board of Trustees to provide leadership and communication during the ministerial transition process from September of 2019 until the call of a new minister. Major duties or goals of this team are:

- 1.Design and direct the First Unitarian Church ministerial transition process in coordination and compliance with the Unitarian Universalist Association Transitions Office;
- 2.Develop and implement communication strategies to keep the congregation appropriately informed and engaged;
- 3.Monitor and manage a transition timeline in coordination with the Board of Trustees; and
- 4.Inform critical Board decisions relevant to ministerial transition

On Sunday, February 23, 2020, Rev. Monica Dobbins devoted her sermon to life transitions and gave an overview of ministerial transitions in the UU tradition. Rev. Dobbins introduced members of the Transition Task Force and asked congregants to make a covenant with these representatives. Following that service and others into March, team members staffed a table to distribute a Frequently-Asked Questions handout and generally inform congregants of the transition process. We encourage an active and ongoing dialogue with congregants throughout this very important process. Although we are unable to meet during this COVID era, the team may be reached by email at transitions_slcuu.org.

Task Force Members,
Debbie Bieber, Co-Chair
Sue Geary, Co-Chair
Paul Carpenter
Jessica French
John LaMalfa
Nancy Moos
Erin Phinney Johnson

SOCIAL JUSTICE COUNCIL REPORT – 2019-2020

Submitted by Joan M. Gregory, Co-Chair, Social Justice Council

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 co-chaired by Joan M. Gregory and Rev. Tom Goldsmith and is comprised of the leadership of the following committees: Campaign to Save Lives, Environmental Ministry, Issues and Action, Planned Parenthood-Sexual Health Jail Program, Pride, 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 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* has remained active this year through telephone conversations as well as emails. We have sent letters to the editor to both the *Salt Lake Tribune* and *Deseret News*. We've filmed a video of interviews with prominent, engaged citizens pointing out how the Utah legislature fails to heed its constituents on many issues that could save lives; viewable at taxrep.us. And we have produced post cards carrying that message which we will send to every state legislator. As previously, Ron Molen wrote the script, Louise Ewing assisted, Don Walton narrates, and Phil Davis is in charge of graphics.

- 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. Mark is considering a Zoom Meeting with the group to discuss how we can be most effectively politically in this very important election year of 2020, given the restraints of COVID-19.

- Planned Parenthood Sexual Health Jail Program** - This program continued to teach classes twice weekly at the Salt Lake County Jail in the women's minimum security pod through mid-March 2020 when the program was placed on hold due to the pandemic. No restart date has been set at the time of this report. Classes include anatomy and physiology, family planning and birth control, sexually transmitted infections and body image. The classes are typically well

SOCIAL JUSTICE COUNCIL CONTINUED

attended and inmates earn good time for attending. Diane Johnson is our only member teaching in this program but other females who may be interested are encouraged to get involved.

•**Pride Parade** – The 2020 Utah Pride Festival and Pride Parade have been postponed due to the COVID-19 pandemic. The new dates are September 26-27, 2020. The theme is: LOVE ON, LIVE ON! We anticipate continuing our tradition, begun last year, of marching together as: 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! Save the date and plan to march in the parade with us. Join us in September in support of our Utah LGBTQIA+ community.

•**Unitarian Universalists for Justice in the Middle East (UUJME)** is represented at the First Unitarian Church by Barbara Taylor. In the fall of 2019 the church hosted Combatants for Peace which is a joint peace group founded by an Israeli general and a Palestinian who had been incarcerated by the Israeli government for civil rights demonstrations. The two founders came to Salt Lake City for the presentation before an audience of 130 attendees. They conducted a Q&A and it was a huge success. UUJME has sponsored two petition drives during the year. The first was to support our right to Free Speech by supporting BDS (boycott, divest and sanction) Israel for making a profit off their illegal occupation and the second was to support a Business Resolution (BR) which will be presented at the virtual [Unitarian Universalist General Assembly](#) this June 24-28, 2020. The BR is "Embodying Human Rights in our Investment Decisions." This of course directs attention at the way the Israeli Defense Force ignores Palestinians rights by demolishing their homes, interfering with freedom of movement, and other abuses. Other sponsors of this resolution were Black Lives UU, Refugee & Immigrant Services (UURISE), Peace Ministry Network (UUPMN) and Ministry for Earth (UUMFE). Also, the Socially Responsible (SRI) and UUA Investment Committees were involved in writing the resolution. The resolution needed no more than ten signatures from 25 different congregations. First Church easily got over fifty signatures in one coffee hour and South Valley got close to that amount also under First Church's initiative. UUJME also follows local legislation. In March 2020, the Utah Senate considered SB 219 which would have made it illegal for anyone in Utah to support BDS. Because of UUJME this bill was softened in the Senate committee and never reached the Utah House. Perhaps the biggest achievement of the year was actively working at the 2019 GA in Spokane to get support of BDS as one of the Actions of Immediate Witness.

•**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 this year and plans to continue to do so in coming years. Young adults offer their support, their skills, and their passion. They keep each other 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.

You will find social justice work woven throughout the fabric of this congregation and this Annual Report of First Unitarian Church representing the work of the Religious Education Program, our

SOCIAL JUSTICE COUNCIL CONTINUED

ministers, and our many committees and groups. One particular effort by Rev. Monica Dobbins may not have made it into her report and we would like to highlight that here. Rev. Dobbins was honored this year on August 27, 2020 with the Hellraiser Award for action she took along with the Revs. Dave Nichols, Anna Zumwalt, and Curtis Price, who locked arms and knelt at the Utah House of Representatives in Salt Lake City in late July 2019 protesting Utah lawmakers' plan for a partial Medicaid expansion. [Photo and details](#). The Joe Duke-Rosati Hellraiser Award is presented by the Crossroads Urban Center each year to a person or persons in the community who can speak truth to power about issues that are relevant to quality of life for low-income people. It was named for Joe Duke-Rosati, who worked for the Salt Lake Community Action Program from 1977 until his death at age 50 from brain cancer. To quote Bill Tibbitts, Director of Crossroads Urban Center, who presented the award - *Thank you, Rev. Monica for raising Hell to make the world a better place for everyone!*

Environmental Ministry

Submitted by Kathy Albury, Judy B. Lord, and Joan M. Gregory

Our vision is unchanged: to affirm, promote, and act in congruence with the Unitarian Seventh Principle: "respect for the interdependent web of all existence of which we are a part." The focus of the work remains: what can we do to prevent harm to the environment and build a safer and more sustainable future for humanity? We respond to these challenges by sharing information, educating ourselves and the community, and taking action individually and collectively to keep fossil fuels in the ground.

In our programming, information sharing, educational programs, and action this year, Environmental Ministry has collaborated with many organizations, including the following: Citizens Climate Lobby, Elders Rising, Utah Chapter Sierra Club, Utah Physicians for a Healthy Environment, and Utah Recycling Alliance.

Walking Our Talk

- **Swap:** Environmental Ministry sponsored one swap this year, on November 23, 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. A second swap had been expected for May, but was dropped due to the corona virus social distancing.

- **Recycling:** As in the past, the church continues to recycle paper, cardboard, aluminum, glass, and plastic once a week. Two volunteer families continued to pick up and deliver batteries to Park City for recycling. Environmental Ministry continues to coordinate recycling for the annual church picnic. More volunteers from the congregation are needed to help with these recycling efforts. Jim French continues to recycle hard to recycle items via TerraCycle: toothbrushes and packaging from any brand of tooth care products; the plastic bags from ready-to-eat cereals; hair care, skin care and cosmetics packaging and containers; and 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;

SOCIAL JUSTICE COUNCIL CONTINUED

gardening; climate change developments; keeping track of oil, coal, and gas leasing and mining in Utah and the region; and programming.

• **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, Environmental Ministry events, Solstice, and other functions. Thank you for reusing these resources and thereby reducing waste and consumption!

• **Garden:** The Garden Report was submitted separately by Marcia Scott and Debbie Epstein.

Walking Our Talk efforts are coordinated by Judy Lord and are made possible through the efforts of volunteers including Kathy Albury, Gertrud and Paul Carpenter, Jim French, the Harty family, Trenton Kraczek, Mark and Pamela Molen, Art Lee, and Ruben.

Worship

On many Sundays our deep connection to the Earth and our profound responsibility to actively work for climate justice are part of the sermon, the readings and/or the message. Of particular note was the special service planned and presented by the Worship Arts Committee on [*INHALING SALT LAKE CITY: a meditation on our air, past, present and future... and the effect of the Inland Port*](#) and the Earth Day Service, [*The Earth Day Message Hits Home*](#), which was presented virtually by Rev. Tom Goldsmith, Rev. Monica Dobbins, and David Owens during the COVID-19 pandemic. An Earth Day program about youthful efforts around climate change was planned for the Religious Education children, to be presented on April 19th. It was canceled due to the coronavirus pandemic.

Educational Efforts

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

- From the end of the 2018-2019 Program Year: A book discussion on ***A Call for Revolution: A Vision for the Future*** by the Dalai Lama & Sofia Stril-Rever led by Vaughn Lovejoy.
- Adair Kovac shared information about **Extinction Rebellion** and their solutions to ecological breakdown through the study of social movements.
- In August 2019 the Environmental Ministry sponsored **An Evening with Thomas Smith, Poet**, following his program for the Summer Forum, arranged by Mark Gardner
- A showing of the film **Bidder 70** about Tim Dechristopher followed by a video of his recent interview with Don Walton to be part of the history of 1st Unitarian Church
- Sponsored an evening of letter writing to Congress regarding proposed changes to the **Endangered Species Act** and encouraged comments about the **proposed Uintah Basin Railway**.
- **Once We Start to Act, Hope Is Everywhere**, with youth speakers Piper Christian and Mishka Banuri speaking about the climate strikes at the Utah State Capitol; accompanied by video clips of speeches by Greta Thunberg.
- **My Backyard**, music and photography by Art Lee, featuring the beautiful nature to be found at the end of shorter drives from Salt Lake City.

SOCIAL JUSTICE COUNCIL CONTINUED

- ***Braiding Sweetgrass: Indigenous Wisdom, Scientific Knowledge and the Teachings of the Plants***, by Robin Wall Kimmerer. Book discussion group led by Francis Taylor, Director of the American Indian Resource Center of the U. of Utah and our own Joan Gregory.
- ***From Paris to Pittsburgh*** film about how cities, states, and companies are stepping in to fill the void in climate action left when Trump pulled out of the Paris accord followed by a discussion led by Vicki Bennet of the SLC Sustainability Office.
- **Non-Violence Training** by Maggie Laun and Nini Rich and **Non-violent Direct Action Training** by Joan Gregory, Adair Kovac, Brooke Larsen, Kathy Albury, Jill Merritt, Judy Lord, and Lee Stanhope.
- Sponsored a program by the United Nations Association of Utah and the Utah League of Women Voters, **Climate Front Lines, Global to Local: Monsoons, Bushfires, and COP**, with panelists Carole Straughn who attended COP; Jill Lesh, a climate activist who witnessed the fires in Australia; and Danielle Endres, a Professor of Environmental Communication at the U and also attended COP.
- Deeda Seed brought us an update on the **Proposed Inland Port** being planned for the Northwest Quadrant of Salt Lake City
- ***The Condor and the Eagle***, UU sponsored film about oil and indigenous people from Canada to Ecuador, accessed via ZOOM in March. There were technical difficulties with the quickly planned online launch of this film, but we persisted. It was screened again in conjunction with Earth Day events with viewers watching from home while sheltering-in-place during the COVID-19 pandemic.

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. We alerted the congregation to many environmental actions including:

- Local march in conjunction with the **Global Climate Strikes**
- Local march celebrating **MLK Day**.
- Local and national **Earth Day** happenings online as we are locked in by the pandemic.

Refugee Resettlement Committee (RRC)

Submitted by Joe DuBray, RRC Coordinator, Leaders: Bonnie Baty, Nancy Rasmuson and Jim Wilcox, and Chad Mullins re bicycles.

On May 5, 2019, the RRC suffered a tragic loss in the unexpected death of Richard Anderton. Richard was a quiet, always ready, energetic and long-term volunteer and leader with the RRC. We miss our friend Richard. During the past fiscal year, the RRC confronted continuing federal efforts to limit immigration and on March 16, 2020, ceased personal contact activity, in response to the pandemic and in compliance with directives from local public authorities.

For almost twenty-five years, guided by the first UU principle, "to affirm and promote the inherent worth and dignity of every person," the RRC has offered Church members, and friends, information and volunteer opportunities involving refugee resettlement in the Salt Lake Valley. With six new, enthusiastic volunteers, thirty-eight active RRC'ers supported the International Rescue Committee

SOCIAL JUSTICE COUNCIL CONTINUED

(IRC) resettlement of IRC sponsored refugees in the SLC area and actively encouraged already residing and newly arriving refugees to feel welcome in Utah.

The IRC is a nonsectarian, nongovernmental, not-for-profit, international relief and development organization based in the United States (US) and founded in 1933 at the suggestion of Albert Einstein. The IRC works worldwide, responding to crises, running refugee camps and resettling refugees, including programs in more than 16 US cities. Refugees sponsored by the IRC 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 before admission to the US complete a 14 step resettlement screening process by the US State Department and Citizenship and Immigration Services. Each 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.

Refugee arrivals to SLC are currently paused by the federal government. To meet virus social distancing directives of local authorities, the SLC IRC staff are currently working remotely, connecting electronically, telephonically and when necessary in person with sponsored refugees. IRC staff have contacted all of the refugees who have accessed IRC services over the past two years, over 500 families, more than 2000 individuals, surveying them re their special needs, e.g. food, health care, face masks, etc., while ensuring continuation of pre-virus refugee support services. More information is at: <https://www.rescue.org/announcement/irc-salt-lake-cityresponds-covid-19>. The IRC is also providing appropriate support for the IRC staff as case workers and other staff address the virus challenges for them and their families.

In the eleven months up to March 16, 2020, the RRC set up housing for more than 29 families, average size of 6, almost 200 people, many of whom were children, arriving from Afghanistan, Burma, Burundi, Central African Republic, Democratic Republic of Congo, Eritrea, Guatemala, Ivory Coast and Sudan. Additional refugee families, not newly arrived, were helped by RRC volunteers with housing needs, e.g. washers and dryers, operating air conditioning, disposals, lawn mowers, etc. RRC volunteers donated almost 600 hours and drove more than 4000 miles in housing related activity, besting challenges of snow, rain, wind, heat, narrow doors, halls and landings, steep stairways, and more.

RRC leaders made solicitation presentations to several SLC neighborhood groups. First Church members, friends and neighbors were also generous. More than 125 donations were collected of quality, good condition, household furniture and related items from individuals, businesses, realtors, housing organization coordinators, retirement and assisted living homes, RRC collaborative agencies, such as the Assistance League of SLC, the Habitat ReStore, the Salt Lake Housing Authority, and SLC neighborhood group activity from the Avenues, Sugar House, and the Capitol Hill Action Group. RRC volunteers donated almost 500 hours and drove more than 4300 miles, in the past 11 months in donation collection related activity.

Donation collection worked through whatever weather, building accesses, small elevators, narrow stairs and other challenges, e.g. collecting 43 dining chairs at one time, 7 dining tables at one time,

SOCIAL JUSTICE COUNCIL CONTINUED

retrieving a large rolling run-away-down-The-Avenues ottoman, and more. Using a trailer and pick-up trucks, RRC volunteers helped IRC staff collect dozens of boxes (over 30 on one occasion) of new donated sofas, chairs, tables and other furniture from a West Valley freight storage warehouse and delivered the items to storage units for use in refugee housing set ups. RRC volunteers assisted in assembling newly donated furniture and organizing furniture storage units and sorting winter coats collected for distribution to refugee families.

The RRC also solicited funding for, assembled and delivered family welcome baskets with tea kettles, tool kits, dictionaries and soccer balls, at an average value of \$90. Following an RRC suggested model, the SLC IRC now distributes to all arriving families a collection of other household items recommended by the RRC. The RRC collected and refurbished or purchased and delivered to the IRC for refugee use new and renewed bikes and new bike lights, locks, neon vests and helmets, adult and child. This effort was made possible by donations from First Church members and friends, several neighborhood groups (e.g. 8 new bicycles from one group), area bike shops, and a large SLC law firm (30 new bike helmets), and the sale of special donated items on KSL to raise funds. The RRC also encouraged and supported formalization of an agreement between the IRC and the SLC Bicycle Collective that will enable and sustain ongoing and wider distribution of bicycles to SLC refugees.

In recognition of RRC service, the SLC IRC featured “Unitarians Welcome Refugees in SLC” in the IRC web site publication at Rescue.org/SLC, of November 23, 2019. In the fall 2019 edition of the International Rescue Committee 2018 Annual Report, at page 65, the “Refugee Resettlement Committee of First Unitarian Church” was listed (along with Amazon, Google, Intel, Microsoft, LDS Charities, et. al) as one of the 35 named “In-Kind Donors” to the IRC.

For volunteer opportunities available with the SLC IRC check Rescue.org/SLC, e.g.: 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. For current RRC activity, donation items needed, volunteer opportunities, and other IRC information, check the bulletin board information on the East wall of Eliot Hall, or email the RRC at rrc@slcuu.org, or talk with one of the following RRC leaders: *Joe DuBray, RRC Coordinator, Leaders: Bonnie Baty, Nancy Rasmuson and Jim Wilcox, and Chad Mullins re bicycles.*

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 27 months (822 days). Vicky is a wise, strong, courageous mother of two amazing daughters and she works every day to gain their freedom. Throughout those 822 days, we have celebrated milestones, supported Vicky in times of legal setbacks, through difficult decisions, and both sad and joyful news. They have touched the lives of each and every one of us and filled our lives with love.

We have written letters, visited and hosted congressmen, gone to ICE visits on Vicky’s behalf, purchased amazing crocheted and knitted accessories for fundraising efforts, shared meals,

SOCIAL JUSTICE COUNCIL CONTINUED

responded to calls to action, and endured challenging times together. Vicky has sold her crochet crafts and made delicious pico de gallo to help raise funds for her family's needs. Birthdays were celebrated for Yaretzi and Bella. Special thanks go to Vicky, Lisa HYTE, Maggie Laun, and Maritza Sotomayor for their efforts in coordinating those very special gatherings as well as many fun events. We are all in this together!

And though it has been a joy and a wonder to get to know this family even better this year and to help them in their time of need, being in Sanctuary and not in their home or with their family in Utah has been hard ... hard on Vicky, hard for Yaretzi, hard for their family, hard for their relatives and their friends. This year we have been handed a new challenge – the COVID-19 pandemic - to help us understand more personally what it is like to be in isolation from those we love. Our experience is tiny and so very short in comparison to what Vicky, Yaretzi, Bella and the other over 40 sanctuary families across the United States are experiencing in their multiple years of living in Sanctuary. Our isolation is just a tiny, tiny taste of what they have endured. 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:

- 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 over the course of February and March, led to connections, meetings, and discussions. Representative Rob Bishop referred us to Representative Chris Stewart. Representative Stewart's staff spoke with Rev. Tom Goldsmith by phone and referred us to Representative McAdams. Representative Ben McAdams engaged the most ... meeting with Vicky at the church as well as with representatives of the Sanctuary Steering Committee and the Board of Trustees. In time, a member of Senator Mitt Romney's staff met with Rev. Tom Goldsmith, Rev. Monica Dobbins, and Joan Gregory. We have kept Representative Ben McAdams apprised throughout the year.
- 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.
- On February 23, 2019, we hosted a **Sanctuary Volunteer Appreciation Party** – where we celebrated milestones, shared stories of hosting, stories of gathering, stories of just hanging out together, stories of new friendships, stories of appreciation. We all definitely needed that party.
- On April 4, 2019, Vicky's attorney received word that the 10th Circuit Court had issued an unsolicited **abatement order postponing Vicky's case** pending the court's rulings in Robles-Garcia v. Barr (Case No. 18-9511) and Nunez-Robles v. Barr (Case No. 18-9514), scheduled to be heard on May 7, 2019 by the 10th Circuit. Though this seemed like a positive development at the time, it would be 10 months before the postponement was lifted and a decision made.
- On Friday, May 31, 2019, Vicky received a **notice to report** dated May 28, 2019 ordering her to report to ICE on Monday, June 10, 2019 for an appointment. Rev. Tom Goldsmith and Attorney Pat Shea went to the ICE appointment to appear on Vicky's behalf. ICE informed them that if Vicky had appeared she would have been deported, but since she did not appear ICE considered her non-cooperative. ICE refused to accept her application.

SOCIAL JUSTICE COUNCIL CONTINUED

- During the summer, Vicky and Yaretzi with support from Lisa Hyte and other Sanctuary hosts scheduled, planned, and hosted **fun activities for the kids**. From a pretend playground campout, game nights, and movie nights, to a visit by a local magician, and a 4th of July party, summer memories were made for all.
- On July 1, 2019, Vicky received another letter from ICE, this time **notifying her that ICE intended to order her to pay a fine in excess of \$453,832** for being in violation of the Immigration and Nationality Act. It represented a fine of \$799 per day for every day since she has been in sanctuary.
- We celebrated **Bella's 2nd Birthday** on Saturday, July 13, 2020 with some delicious tacos, games, delicious Tres Leches Cake and a piñata.
- In one week at the end of August 2019, we **raised \$3,600** matching funds to supplement the Sanctuary Legal Defense Fund to cover the cost of having Vicky's 10th Circuit Attorney write a brief challenging the fine threatened by the Notice of Intent to Fine.
- On September 12, 2019, Vicky's 10th Circuit Attorney filed a brief on Vicky's behalf **challenging ICE's notice of intent to assess civil fines**.
- During the week of September 12, 2019, attorneys and non-profit and grass roots organizations worked together to defend asylum-seekers and other immigrants living in "sanctuary" against ICE's recent assessment of civil fines approaching 1/2 million dollars each. A **Freedom of Information Act (FOIA) request** was filed seeking to determine policies, procedures, and data regarding ICE's use of penalty fines against all non-citizens, and particularly, those in sanctuary.
- In early fall of 2019, Vicky formed a group for those who enjoy learning, practicing, and actually knitting and crocheting!! By September they had a name and were meeting regularly as **BEYA Crafters** and have been gathering and supporting one another ever since.
- On September 25, 2019, Vicky, Rev. Tom Goldsmith, and Joan Gregory, spoke about Sanctuary at a gathering of the **Utah Women's Forum luncheon** which was held at First Unitarian Church. Arrangements for the Forum presentation were made by Colette Herrick, Sanctuary host and Utah Women's Forum past president.
- We celebrated Yaretzi's 8th Birthday on October 5, 2019.
- On October 23, 2019, **ICE Withdrew the Notice of Intent to Fine** Vicky \$453,832 for being in violation of the Immigration and Nationality Act. Similar notices of fine withdrawal were received by others living in sanctuary throughout the United States.
- On November 11, 2019, the First Unitarian Church Music Department presented **Life Is a Cabaret Old Chum** featuring singer Keith Trickett, for a cabaret evening of song and entertainment in Little Chapel to benefit the Sanctuary Family Fund!
- On November 28, 2019, Vicky celebrated her birthday, her dad's birthday and **Thanksgiving Day** with her family at the church.
- On December 6, 2019, Vicky received a **Notice of Consequences for Failure to Depart** from ICE informing her of the consequences for failure to depart, including civil and criminal penalties. Vicky also received a notice to report to the local ICE office for review of her case on December 17, 2019. Vicky was not alone in receiving this notice. The National Sanctuary Collective issued the following press release on December 11, 2019: *ICE Threatens Women Living in Sanctuary with Renewed Fines, Criminal Prosecution* – <https://freemigrationproject.org/ice-threatens-women-living-in-sanctuary-with-renewed-fines-criminalprosecution/>

SOCIAL JUSTICE COUNCIL CONTINUED

- On December 17, 2019, Rev. Tom Goldsmith and 4 others went to the ICE Field Office on Vicky's behalf for her **ICE Appointment**. The officer with whom Vicky was supposed to meet was not there, was not in the building. Rev. Goldsmith was allowed to speak with that ICE Officer via phone at the public lobby desk. The rest were required to leave the area and wait in the entryway. Again, ICE would not accept the Stay of Removal that they attempted to deliver.
- On December 25, 2019, Vicky invited Sanctuary hosts to drop by and visit between 3-6pm!
- In January 2020, Vicky's local immigration attorney worked on preparing a **new Stay of Removal application** for Vicky requesting that she be given the opportunity to live outside the church, to live at home with her family while she awaits the 10th Circuit Court of Appeals decision. From January 22-26, 2020, Sanctuary hosts and members of the congregation wrote 43 letters in support of this new Stay of Removal.
- On Tuesday, January 28, 2020, Vicky's **10th Circuit Court of Appeals case was denied**. This case had been filed on November 19, 2018 to appeal the Board of Immigration Appeals (BIA) decision not to re-open her asylum case. As a result, Vicky's new Stay of Removal application was not filed; it would not have made any sense to do so under the circumstances.
- Two days later, January 30, 2020, marked **two years in Sanctuary**. Two years ... nearly 80% of Bella's life.
- On February 13, 2020, at Enriching Utah Coalition's (EUC) - 3rd Annual Fundraiser: **LOVE WINS: Keep Families Together 2020 - Celebration and Silent Auction**, Vicky's contributions of crocheted and knitted items raised \$500 for EUC in the LIVE Auction! Special thanks to Carol Blackwell for representing First Unitarian Church and our Sanctuary effort on the Planning Committee. Enriching Utah Coalition (EUC) is a statewide coalition of leaders and organizations, including First Unitarian Church, focused on promoting dialogue and policies that reflect the human rights and dignity of immigrants, refugees, and all of us.
- On February 26, 2020 in New York, Austin Sanctuary Network, Free Migration Project, Grassroots Leadership, and the Center for Constitutional Rights filed a **FOIA lawsuit seeking answers about how the Trump administration decided to target sanctuary leaders with six-figure fines**. The lawsuit seeks to hold ICE and DOJ accountable and seeks documents and transparency regarding the targeting of Sanctuary seekers and activists with excessive, retaliatory fines. For more about the case and filing, visit the Center for Constitutional Rights: <https://ccrjustice.org/home/what-we-do/our-cases/sanctuary-fines-freedom-information-request>.
- On March 6, 2020, Vicky received a **Notice of Intent to Fine under Section 274D of the Immigration and Nationality Act** informing her of ICE's intent to fine her \$59,126. This notice was dated on February 27, 2020 the day after the filing of the FOIA lawsuit. Vicky's fine attorney filed for and received a 30 day extension for filing a response.
- Also, on March 6, 2020, Maritza Sotomayor hosted a **Zumba Dance Party/Fundraiser/Fitness event** in Eliot Hall to raise funds for Vicky. Lots of fun, lots of sweat, lots of Zumba dancing. Funds were raised and fun was had by all!
- The **Sanctuary Steering Committee's COVID-19 Task Force** was formed and began coordinating with the church clergy and staff on Sunday, March 8, 2020 in determining best steps for Sanctuary during the COVID-19 pandemic. As events, services, and meetings were being canceled and church staff began moving to telecommuting, the Task Force developed and implemented protocols and schedules for maintaining safety and security for our sanctuary family during the pandemic.

SOCIAL JUSTICE COUNCIL CONTINUED

•On Thursday, March 12, 2020, we received confirmation that the guest speaker for our **Sanctuary Volunteer Appreciation luncheon** scheduled for Saturday, March 14, 2020 would not be able to travel to Salt Lake City due to concerns related to COVID-19 and travel bans. It was necessary to **postpone** our appreciation event until such time as we are able to gather again in large groups.

•Early on the morning of Wednesday, March 18, 2020, Salt Lake City experienced a 5.7 **EARTHQUAKE**. Although Vicky had experienced earthquakes in Honduras when she was younger, it's totally different when you are responsible for children. Tiffany Young, leader of our Sanctuary Hosts On-Call Team, and Kelly Garrett, the Host On-Call that day, were on site within minutes to calm nerves and inspect the building. Layne came too and checked the building thoroughly for damage. Vicky continued to feel the larger aftershocks for several days.

•**BEYA Crafters**, the crochet and knitting group formed by Vicky to support those wishing to learn, practice, and actually knit and crochet, went virtual via Zoom on Saturday, March 21, 2020.

•On March 24, 2020, Vicky began hosting weekly **virtual Zoom gatherings** on Tuesday evenings so that she, Bella, and Yaretzi could see, connect with, check-in and catch up with all the Sanctuary hosts they had spent their days with over the past 2+ years. These gatherings are now every other week.

•In the latter half of March 2020, Vicky's local immigration attorney began working on a new **Stay of Removal for Vicky based on COVID-19** and on an ICE decision allowing these applications to be submitted by regular mail during the pandemic. This was another opportunity to write letters on Vicky's behalf. Again the deadline was short, but 25 letters were sent along with the COVID-19-based Stay of Removal on April 6, 2020. Confirmation of receipt was received on April 7, 2020 and ICE confirmed by phone on April 15, 2020 that they would review it.

•Around April 13, 2020, a team, later to be known as **Team Yaretzi** (Maggie Laun, Lisa Hyte, Di Johnson, Diane Barnes, Sandy Aaron, Katie Swade, and Joan Gregory), started forming to assist with managing virtual schoolwork during the pandemic. The team ramped up gradually and was fully operational by the end of April, assisting with reading, writing, spelling, fluency, vocabulary, math, science, dance/music/art, and physical education. The challenge of wrangling the schoolwork schedule was met collectively by Maggie Laun, Joan Gregory, Vicky, and Yaretzi.

•On April 27, 2020, Vicky's fine attorney filed her **Written Defense, Answer, and Brief in Opposition to Imposition of Civil Penalty and to ICE Notice of Intention to Fine under INA § 274D**, in response to the March 6, 2020 notice of intention to impose a \$59,126 fine.

Solidarity

Throughout the year, we disseminated information shared with us by Comunidades Unidas, Enriching Utah, La Red de Solidaridad, and other community-based organizations about actions Sanctuary hosts and congregants could take to support immigrant families. We rallied and commented in support of asylum seekers, DACA, TPS, work permit and other forms of immigration status and benefits.

In her report, Assistant Minister, Rev. Monica Dobbin describes her work and that of others in the congregation to keep families together by supporting the efforts of WYOSAYNO! and the Utah Coalition to Keep Families Together to stop a proposed immigrant prison in Evanston, Wyoming,

SOCIAL JUSTICE COUNCIL CONTINUED

which would increase ICE activity (including raids, arrests, and deportations) in the Rocky Mountain region, and negatively impact the safety and well-being of our communities. As a result, neither MTC nor CoreCivic are pursuing the Evanston contract.

Operational Milestones and Changes

Since Vicky took Sanctuary at First Unitarian Church on January 30, 2018, Sanctuary hosts have staffed the church around the clock for 822 days for a total of 38,328 hours. This is an estimate and does not reflect special events, nor does it factor in the countless hours of service of members of the Sanctuary Steering Committee, the Mentors who train and mentor new hosts, those doing childcare for Bella, hosts helping Yaretzi with her schoolwork during the COVID-19 pandemic, hosts doing planning/setup/cleanup for events, and so much more. And remember, this also means that Vicky has spent 822 days in Sanctuary ... 19,728 hours ... 27 months ... and counting.

The Sanctuary effort at First Unitarian Church is led by a dedicated Sanctuary Steering Committee who work in coordination with church staff to design, plan, and staff strategies, policies, protocols, services, programs, and more to meet the ever-changing needs of our Sanctuary family. Serving on the Sanctuary Steering Committee are: Joan Gregory (Director), Katie Swade (Scheduler and Volunteer Coordinator), Kelly Garrett (Training Coordinator), Lisa Hyte (Guest Resource Coordinator), Martiza Sotomayor (Translator), Rev. Monica Dobbins (Assistant Minister), Samantha Overton (Treasurer), Sarang Joshi (Safety, Security and IT Coordinator), Rev. Tom Goldsmith (Senior Minister), and Vicky Chavez (Sanctuary Guest). From developing policies, interfacing with attorneys, investigating strategies, to coordinating scheduling, training, purchasing, finances, fundraising, and more, the Steering Committee's dedication to our Sanctuary effort is grounded in love and commitment to justice. 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.

Samantha Overton is our Treasurer approving expenditures, coordinating with Margaret Kosorok Bean, Church Administrator, and making sure the dollars and cents add up. Samantha's experience in areas of business and government assist us in all our efforts. Maritza Sotomayor, Translator, assists Vicky with translation in meetings. Rev. Tom Goldsmith, Joan Gregory, Sarang Joshi, and Vicky Chavez are the Legal Support Team interfacing with attorneys. Katie Swade, Lisa Hyte, Joan Gregory, and Vicky Chavez interface with the wonderful healthcare professionals who have helped with routine and emergency healthcare needs. Kelly Garrett, Joan Gregory, Rev. Tom Goldsmith, and Vicky Chavez have coordinated efforts to reach out to elected officials. Rev. Monica Dobbins interfaces with the media under Vicky's direction. Rev. Tom Goldsmith, Rev. Monica Dobbins, Joan Gregory, and Vicky Chavez serve as Sanctuary liaisons to various community based organizations, non-profits, community leaders, and national sanctuary efforts. Previous Sanctuary Steering Committee member, Amanda Esko, Director of Religious Education, has moved into a consulting role this year assisting and consulting on childcare, education, and children-focused activities.

Katie Swade, Scheduler and Volunteer Coordinator, manages the scheduling and un-scheduling of the schedule! Katie works with hosts to find the shifts that work best for them, encourages regular shifts, and helps hosts with schedule changes. In the summer of 2019, Katie revamped the schedule to accommodate the changing needs of our hosts reducing the number of shifts that

SOCIAL JUSTICE COUNCIL CONTINUED

needed to be filled last minute. This was a Herculean effort on Katie's part for which we are deeply appreciative. We currently have a mailing list of 400. Of those, 202 have profiles in Crew, the software we use to schedule hosts. 150 of the 202 are fully trained, have completed background checks, and have experience in staffing Sanctuary. In the past two years, we have averaged 4-5 new volunteers per month. We are always in need of new hosts. A background check and training are required. In early 2019, First Unitarian updated its background check policy to require an annual level 2 church background check for volunteers working with or around children. 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 Church, many others are from other denominations, from local grassroots and non-profit organizations, or are independent concerned members of the broader community.

Sanctuary Training has moved from medium and small group trainings to trainings of two new hosts at a time conducted by mentors. The use of video for some aspects of training is being tested and considered. Kelly Garrett, Training Coordinator, works with the Mentor & On-Call Team to identify training needs, design and create new trainings, welcome new hosts, and assign mentors for them. Tiffany Young is the Mentors & On-Call Team wrangler, scheduling hosts on-call and facilitating and conducting mentor/on-call meetings. The Mentors & On-Call Team currently includes: Frank Steffey, Jen Wilson, Jessica French, Joan Gregory, Kate Savage, Kathy Albury, Katie Swade, Kelly Garrett, Lisa HYTE, Maggie Laun, Samantha Overton, Sarang Joshi, Tiffany Young, and Tyler Adams.

Highlighting improvements for hosts this year were the schedule revamp, the development of a dog policy allowing hosts to bring their own dog to church to work alongside them on their shifts, and the addition of a super deluxe AeroBed air mattress with dial-in your desired firmness for soft, medium or firm which significantly enhanced the overnight hosting experience. Special thanks go to Lisa HYTE, Guest Resources Coordinator, for arranging for the mattress purchase, coordinating shopping for groceries and more, coordinating the planning of events/gatherings/special activities, stocking host snacks, making sure our Sanctuary family receives the care and services they need, and so much more.

Sarang Joshi is our Sanctuary Safety, Security and IT Coordinator. When hosts arrive on shift, they make sure all 9 outside doors are locked and secure. If there is an event or service that takes place during their shift, they check all doors afterwards. Overnight shift hosts make sure all windows and outside doors are closed and locked. They also check all rooms including restrooms to ensure that only they and the family are in the building. During the COVID-19 pandemic security measures have been revised to accommodate reduced activity in the building and enhanced to alert Vicky when someone enters the building. Sarang works with Tiffany and Vicky to troubleshoot On-Site Phone issues and with Layne Owens, Church Building Manager, on issues related to the security system and WiFi.

COVID-19 Pandemic

The need to isolate and shelter-in-place to stop the spread of COVID-19 required many changes in Sanctuary procedures. The Sanctuary Steering Committee appointed a COVID-19 Response Task Force (Rev. Monica Dobbins, Vicky Chavez, Lisa HYTE, Katie Swade, and Joan Gregory) which

SOCIAL JUSTICE COUNCIL CONTINUED

began coordinating with the church clergy and staff on Sunday, March 8, 2020 in determining best steps for Sanctuary during the COVID-19 pandemic. As events, services, and meetings scheduled to be held at the church were canceled and as church staff began moving to working from home, the Task Force developed protocols and schedules for maintaining safety and security for our sanctuary family during the pandemic.

On Thursday, March 12, 2020, we received notification that the guest speaker for our Sanctuary Volunteer Appreciation luncheon scheduled for Saturday, March 14, 2020 would not be able to travel to Salt Lake City due to concerns related to COVID-19 and travel bans. It was necessary to postpone our appreciation event until such time as we are able to gather again in large groups. On Friday, March 13, 2020, Pledge Sunday Worship services for Sunday, March 15, 2020 were canceled as well due to the COVID-19 pandemic. On March 13, 2020, we notified hosts via Crew of the scheduling change and Katie Swade began cancelling shifts at first one week at a time and eventually through May 10, 2020 and likely beyond. Carol Shaughnessy hosted our final regular Sanctuary shift on Friday, March 13, 2020. On Saturday, March 14, 2020, John Shavers, Sydney Fonnesbeck, and Cheryl LaMar hosted ad hoc shifts for as yet un-cancelled events. Bill Jarvis hosted our final ad hoc shift on Monday, March 16, 2020. We had been solidly, unfailingly, and continuously staffing our Sanctuary effort 24/7/365 since 7:30pm on Tuesday, January 30, 2018. It felt strange to be making these changes, but making these changes as quickly as possible was absolutely essential to slowing the spread of COVID-19. Starting Sunday, March 15, 2020, we began staffing with On-Call Hosts and as concerns grew about contagion, we designated Remote vs. Hands-On On-Call Hosts to make it possible for On-Call Hosts in high risk groups to continue remotely, while those in lower risk groups took on the hands-on, on-site on-call role.

Activities did not come to a total stop. New and creative ways of gathering (e.g., regular Tuesday Virtual Gatherings with Vicky, Yaretzi and Bella) took shape, led by Vicky and supported by the Sanctuary COVID-19 Response Task Force. BEYA Crafters went virtual via Zoom on Saturday, March 21, 2020. Several virtual Yoga sessions were offered and publicized via Crew and a new team was formed, Team Yaretzi, to assist Vicky and Yaretzi with managing virtual schoolwork.

The Governor of the State of Utah has now announced that the state will move from RED to ORANGE on Friday, May 1, 2020 marking Utah's effort to transition back to a new normal. Will it be too soon? Not soon enough? The Sanctuary COVID-19 Response Task Force work continues as we design and re-design on our Sanctuary plan for a gradual return.

Summary

As the current administration continues to threaten immigrants with deportation, we resist, by providing Sanctuary, challenging deportation in the courts, in collaboration with our allies, and in communication with our elected officials. More than ever, we need each other as we move through these very difficult times made worse by the COVID-19 pandemic. We need YOU. Vicky, Yaretzi, and Bella send their love and appreciation. Rev. Tom and Rev. Monica thank you for your steadfast commitment. The Sanctuary Steering Committee and the Mentors & On-Call Team extend deep gratitude, knowing that we could not do this work without YOU, without ALL OF US. Our commitment remains steadfast. Love Resists!

WOMEN'S SACRED CIRCLE REPORT - ADRIENNE SPLINTER

The Women's Sacred Circle was set up around 9 years ago. There are several activities we enjoy throughout the year. We meet in the Haven at First Unitarian Church on the 2nd Tuesday of each month to explore our spiritual journeys. At this year's planning meeting in September, we decided to revisit the UU curriculum Rise Up and Call Her Name. We also met each month on the full moon at members' homes until August of 2019. Due to the difficulty of finding Hostesses who wanted to have it in their homes, we discontinued those meetings.

Twice a year we journey to Southern Utah to recreate our souls. This fall we celebrated by walking a labyrinth that has been installed at the retreat site. In addition to this, we did a ceremony for the MMIW (Missing and Murdered Indigenous Women) using the symbol of the Red Dress. We also did a local Red Dress ceremony at Donnie Davis's house. There is a YouTube video going to be available for members to watch on the Church's website soon.

As a further extension of our activities, we periodically engage in social justice projects around women's issues. We endeavor to be a support to one another through good times and difficult ones. As part of the Covid-19 restrictions on gathering, we offered our WSC meeting on Zoom April 14 th . We will hold our next two on Zoom for May and June. Then, hopefully by September we'll be able to meet in person.

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, Congregation Life Growth and Integration. We began by drawing from past facilitators and the Unitarian Universalist website, to guide our development of topics.

- Co-facilitators: Shirley Ray and Don Walton
- Registration: on line, celebration Sunday and during the year at Welcome Table.
- 10 facilitators: Colleen Bliss, Don Walton, Mark Rothacher, Teresa Deringer, Sandi Green, Linda Smith, Nancy Moos, Peter Grundfossen, Rick Langer, and Derek Gersdorf.
- Groups numbered 7-14 participants.
- Estimate number of participants was approximately 120.
- Eight sessions, October through May.
- Topics were conceived, presented and shared by 5 facilitators.
- Format structure: check in for each person, inspiring readings followed by a time for silence reflection's and candle is lit.
- Meeting Format: Check in about groups and personal sharing. Inspirational reading with candle lighting, followed by silent reflection. The topic is introduced with readings, followed by proactive questions to create the spiritual and social connections among the participants. Closing reading.

An enthusiastic expression of gratitude for all who contributed thoughtful leadership, precious time and energy to their small groups during this year of our small group ministry.

COFFEE HOUR REPORT - GENE MAHALKO

Last year I wrote that a UU Coffee Hour was one of life's certainties, right up there with death and taxes. You could count on it happening, come what may.

We found out this year that lots of things we count on happening can get drastically rearranged (UU Sunday Service) or moved to the sidelines entirely, like our Coffee Hour. The year proceeded as usual until normal activity was suspended in early March, 2020 as a result of COVID-19.

Recognition for special service rendered this last church year: Jack Avery was once again our procurement person, and Pauline Higgins handled scheduling and training again this year.

The Small Group Ministry groups led by Sandi Cameron and Colleen Bliss each took a service during Summer Forum to usher and handle the Coffee Hour. Thanks for their service and giving the "regulars" a breather.

Speaking of regulars, these are the people who kept the coffee flowing, the creme pitchers filled, the kitchen in good order. and the choir pre-service rehearsals properly caffeinated: Henry Whiteside, Jen Wilson, Connie Wilkerson, Tracy Walton, Rick Walton, Gwen Trefts, Evan Taylor, Al Spadafora, Jim Rossetto, Tom Oesleby, Susan Mumford, Gene Mahalko, Kira Kilmer, Marion Johnson, Greg Johnson, Bill Jahsman, Meredith Hammill, John Hammill, Pauline Higgins, Joe Herring, Mary Fox, Carl Formoso, Ruthie Campbell, Bonnie Baty, and Jack Avery.

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 First Unitarian Annual Art Festival was to be held April 18th and 19th, 2020. The Festival was canceled due to ongoing pandemic and “stay safe, stay home” statewide restrictions. We look forward to having this fun family event in April of 2021 in a world we hope as returned to normal.

SUMMER CAMPOUT - JIM THORNBURG/AMANDA FINLAYSON

The July 2019 UU Summer Campout was 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.

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. The cost was \$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.

Over the past year or two we've developed a strong core to the group, which has led to more impromptu and spontaneous events instigated by various members of the group, in addition to our more regular events.

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 20 new young adults to our group since August 2019, and have noticed an increase in active participation.

Events

Each month we meet with either Tom or Monica (alternating) for a discussion around a topic of the Minister's choice. Due to coronavirus, our monthly discussions with Tom and Monica are still being held, but are being done virtually through Zoom. We also usually 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, and an annual camping trip. Those events have been largely put on hold recently, but a handful of members have gone on walks/hikes together or have gotten ice cream from a food truck while using appropriate distancing measures and/or masks, and we've all been trying hard to stay socially connected. Our events will go all summer long, as deemed appropriate, with the exception of discussions with the ministers.



ADMINISTRATOR'S BUDGET REPORT-MARGARET KOSOROK BEAN

FINANCIAL REPORT

2019/2020 Financial Report

	19/20 YTD Actual	19/20 YTD Budget	20/21 Total Budget
Pledges & Gifts	\$ 510,074.30	\$ 544,770.00	\$ 509,000.00
Other Income	\$ 168,506.49	\$ 144,805.52	\$ 46,000.00
Total Income	\$ 678,580.79	\$ 689,575.52	\$ 555,000.00
Total Expenses	\$ 598,683.03	\$ 615,886.10	\$ 672,377.92
Net for Jul 1 thru April 30, 2020	\$ 79,897.76	\$ 73,689.42	\$ (117,377.92)

	19/20 Yearly Budget	20/21 Proposed Budget			
Income					
Pledges	544,770.00	509,000.00	-7%	\$ (35,770.00)	Decrease of Pledges by 7%
Donations Other than Pledges	37,000.00	34,000.00	-8%	\$ (3,000.00)	Decrease in Other Donations by 8%
Plate	22,500.00	2,000.00	-91%	\$ (20,500.00)	Decrease in Plate collection by 91%
Program Income	8,000.04	-	-75%	\$ (8,000.04)	Decrease in Program Income by 75%
Rental Income	38,000.00	-		\$ (38,000.00)	Decrease in Rental Income by 100%
Auction Income	60,000.00	10,000.00		\$ (50,000.00)	Decrease in Auction Income by 83%
Total Income	710,270.04	555,000.00	-22%	\$ (155,270.04)	Decrease in Total Income by 22%
Expenses					
Salaries and Wages	438,770.04	420,328.70	-4%	\$ (18,441.34)	Decrease in Salaries/Wages by 4%
Payroll Expenses	110,944.04	135,666.22		\$ 24,722.18	Increase in Payroll Expenses by 22% (Health Insurance)
Total Personnel Expenses	549,714.08	555,994.92	1%	\$ 6,280.84	
Church Program Expenses (see note at bottom)	49,700.00	24,700.00	-50%	\$ (25,000.00)	Decrease in Program Expenses by 50%
Summer Picnic	700.00				
Contracted Services	11,440.00	800.00	-93%	\$ (10,640.00)	Decrease in Contract Services by 93%
Travel Expenses	2,000.00		-100%	\$ (2,000.00)	Decrease in Travel Expenses by 100%
Building/Maintenance Expenses	33,583.00	29,333.00	-13%	\$ (4,250.00)	Decrease in Building Expenses by 13%
Utilities	27,963.00	20,900.00	-25%	\$ (7,063.00)	Decrease in Utilities by 25%
Sunday Service Expenses	9,700.00	800.00	-92%	\$ (8,900.00)	Decrease in Sunday Service by 92%
Membership/Volunteer Council Expenses	1,400.00	1,600.00	14%	\$ 200.00	Increase in Membership/Volunteer Council by 14%
Other Business Expenses	3,850.00	4,750.00	14%	\$ 900.00	Increase in Credit Card Service Fees by 14%
Dues (UUA Membership Fees and Dues)	29,285.00	16,400.00	-44%	\$ (12,885.00)	Decrease in UUA/Dues Expense by 44%
Office Expenses	21,800.00	16,300.00	-25%	\$ (5,500.00)	Decrease in Office Expenses by 25%
Other Expenses	800.00	800.00			
Total Operating Expenses	192,221.00	116,383.00	-39%	\$ (75,838.00)	Decrease in Total Operating Expenses by 39%
Total Expenses	741,935.08	672,377.92	-9%	\$ (69,557.16)	

In BY 19/20 the deficit was made up with Endowment 2% transfer and ministerial contributions. In BY 20/21 those contributions are included in Donations Other than Pledges

Net Operating Income (31,665.04) (117,377.92)

Committee/Area	19/20 Budget	20/21 Budget
110.04 Board Discretionary DSGN Fund	500.00	500.00
110.05 Senior Minister Discretion Fund	1,000.00	1,000.00
110.06 Assistant Minister Discretion Fund	500.00	500.00
120.01 Fundraising Auction Fund	15,000.00	4,000.00
120.03 Pledge & Stewardship Committee Fund	1,500.00	1,500.00
130.01 Religious Education Fund	14,000.00	11,000.00
130.02 Art Festival Fund	5,000.00	-
130.03 Worship Arts Council Fund	300.00	300.00
130.04 Social Justice DSGN Fund	1,700.00	1,700.00
130.05 Caring Network DSGN Fund	300.00	300.00
130.06 Audio Visual Fund	2,000.00	2,000.00
130.07 Lay Leadership Training Fund	400.00	400.00
130.09 Music DSGN Fund	7,500.00	1,500.00
Total	49,700.00	24,700.00

FIRST UNITARIAN CHURCH OF SALT LAKE CITY

