

2021 ANNUAL REPORT

First Unitarian Church of Salt Lake City

"(The church)
adopted me without
knowing me, and
they supported me
without getting
tired...Thank you."

—Vicky Chavez



FIRST UNITARIAN CHURCH
of Salt Lake City



Annual Report 2020-2021

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**Many thanks to those that have shared their photos of our events and congregation

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

CONGREGATIONAL MEETING AGENDA

First Unitarian Church Annual Meeting Agenda May 16, 2021

Call to Order and Quorum Check 10% - Sarang Joshi

Welcome - Don Walton

New Member Acknowledgement - Kristen Quinn

Elections of new members to the Board (Kelly, Derek and Matt) - Kristen

Motion to elect slate of Board candidates

Pledge Report - Becky Heal

Endowment Report - Cathy Chambless

Budget - Margaret Kosorok Bean

Capital Campaign - Allan Ainsworth

Adoption of 8th Principle - Rev. Monica Dobbins

Sanctuary Report - Joan Gregory

Church Re-opening - Melanie Steiner-Sherwood

Closing and Looking Forward - Sarang Joshi

BOARD NOMINEES NOMINATING COMMITTEE

Derek Gersdorf

Derek Gersdorf started attending the First Unitarian Church over sixteen years ago after attending a Sunday service and listened to an excellent sermon by Reverend Tom Goldsmith on Postmodernity and Religion. He then taught in the RE program starting with 5th/6th grade for several years in the Lower School. He then moved up to the Upper School teaching Junior High for four years (twice the Coming of Age program and twice World Religions including field trips) and teaching the High School class for three years, including developing a curriculum titled “The Seven Principles and an Introduction to Philosophy”. He then taught in the Adult RE program duplicating the Seven Principles class and doing another on the Six Sources. He led the First Unitarian Church Small Group Ministry for two years and has facilitated his own Small Group going on five years now. He is honored to be nominated as a member of the Board.



Derek is married to Miriam Gersdorf who is a reading interventionist at Ensign Elementary. He has two daughters who participated in the RE program here all the way through high school. They are now both in college.

Professionally he finds lost or missing heirs of estates when there is no will and no known relatives. He enjoys equally reading and hiking.

Matt Owen Wilson

I was born and raised in Chicago, Illinois with three brothers, and my parents were dedicated elementary and early childhood educators. After college in Minnesota, I moved out west and became a backcountry and river guide, eventually settling in Salt Lake City to be with my sweetheart Kathleen in 2003. I worked in construction for 10 years, including running my own business, until I was hired by the Salt Lake City Fire Department in 2014, where I am currently a firefighter and heavy rescue technician. I held the position of Community Health Coordinator, and work to support the wellbeing of my colleagues as a member of the Fire Department’s Peer Support and Wellness committees. Kathleen and I have two boys, Owen (14), and Thomas (11). We have all been connected to First Church in various ways since we began attending in 2007. My involvement as a teacher in the OWL program for many years, and as a board member from 2010-2014 have been highlights for me during that time. I look forward to the work of serving on the board again. Thank you for the trust you give me to fulfill this role.



BOARD NOMINEES CONTINUED NOMINATING COMMITTEE

Kelly Davis Garrett

I joined the First Unitarian Church of Philadelphia in its bicentennial year, and despite what you may have heard from those in Boston, believe its claim that it is the oldest UU church in the US. While participating in the “creating your own theology” course, I was especially drawn to the practice of seeking spiritual wisdom from many sources: from ancient texts and poetry, to contemporary music and acts of compassion and justice. My parents, active Presbyterians in my home state of Oregon, taught me as a tot to “be a helper” and I have been engaged in serving my communities since.



At age 27, I started teaching the first of what has been many Religious Education classes for youth. I deepened my understanding of UU and other faith traditions as I prepared lessons for my first Sunday school class. Indeed, the lessons my second grade class offered me grounded me while I was immersed in graduate studies. After moving to Utah, I began attending the First Unitarian of SLC. I have been a co-teacher for many years in our youth RE program, a parent volunteer in RE classrooms, a mentor for Coming of Age, volunteered in fundraising efforts for the Boston Heritage Trip, and assisted our dynamic Pledge Committee. Since its inception, I have served on the Sanctuary Steering Committee as the Training Coordinator, actively participated in creating its charter and other policies, and organized its leadership retreat.

Beyond our congregation, I have served on the boards of the Utah Alzheimer’s Association, Utah Breastfeeding Coalition, Utah Psychologically Healthy Workplace and co-founded the Avenues Fruit Share. I’m married to Tim Garrett, and we are enriched by my sons Alex (2003) and Ian (2007), both Coming of Age program alumni.

NEW MEMBER LIST

2019	Novak	Kim	5/23
2019	Henderson - MOVED	Derek	9/15
2019	Henderson - MOVED	Kathryn	9/15
2019	Wilks	David	11/26
2020	Torck	Janice	1/25
2020	Atkinson	James	1/30
2020	Atkinson	Susan	1/30
2020	Hanks	Brad	2/11
2020	Catano	Jim	4/5
2020	Mora	Marco	4/30
2020	Miller	Beck	4/30
2020	Christensen	Lee	5/8
2020	Houser	Tyeer	5/11
2020	Muir	Janet	5/21
2020	Suehsdor	David	5/21
2020	Cole	Stacey	5/29
2020	Diaz Moore	Laura	9/22
2020	Dale	Robin	10/26
2021	Richardson-Sparrow	Ray	1/14
2021	Richardson-Sparrow	Rich	1/14
2021	Mecklenburg	Cynthia	3/9
2021	Knott	Joleen	4/13

ADMINISTRATOR'S REPORT - MARGARET KOSOROK BEAN

FIRST UNITARIAN CHURCH
Profit and Loss w/Forecast Compared to Budget
July 2020 - Apr 2021 Actuals

	P&L for July thu Apr 2021	May/June Forecast	Full Year P&L Forecast	Full Budget 2020/2021	Difference between budget and actual
Income					
4010 Pledges, Prior Year	434.00		434.00		434.00
4118 2018/19 Pledges	144.97		144.97		144.97
4119 2019/20 Pledges	13,110.37		13,110.37	9,000.00	4,110.37
4120 2020/21 Pledges	461,215.00	95,471.00	556,686.00	500,000.00	56,686.00
4150 Pledges Capital Campaign	0.00				
Total 4100 Pledges	474,904.34	95,471.00	570,375.34	509,000.00	61,375.34
4200 Donations other than Pledges	28,135.71	30,500.00	58,635.71	34,000.00	24,635.71
4200.1 Christmas Fund	10,750.00		10,750.00		10,750.00
Total 4200 Donations other than Pledges	38,885.71	30,500.00	69,385.71	34,000.00	35,385.71
4500 Plate	6,237.00	1,000.00	7,237.00	2,000.00	5,237.00
4600 Program Income	100.00		100.00		100.00
4620 RE-Income	325.00		325.00		325.00
Total 4600 Program Income	6,662.00	1,000.00	7,662.00	2,000.00	5,662.00
4800 Total Rental Income	0.00		0.00		
					Some CCNS Rental Income from Outdoor Camp
4810 CCNS Building Rental	0.00	1,200.00	1,200.00		1,200.00
4830 Church Ceremonies	(300.00)		(300.00)		(300.00)
Total 4800 Total Rental Income	(300.00)	1,200.00	900.00	0.00	900.00
4900 Auction INC	32,002.00		32,002.00		
4910 Auction Sponsorship	9,075.00		9,075.00		
4940 Auction - Silent	1,560.00		1,560.00		
Total 4900 Auction INC	42,637.00	0.00	42,637.00	10,000.00	32,637.00
Total Income	562,789.05	128,171.00	690,960.05	555,000.00	135,960.05
Expecting income to be higher than budgeted because more pledges came in, higher Auction income and more donations that were not pledges					
Cost of Goods Sold					
5000 Cost of Programs	0.00		0.00		
5100 Contracted Serv. Programs	0.00		0.00		
5110 Guest Musicians	450.00		450.00		
5190 Other Contractors	375.00		375.00		
Total 5100 Contracted Serv. Programs	825.00	0.00	825.00		
5230 Supplies & Materials - Programs	18,193.30	2,000.00	20,193.30		
5250 Food, Beverage & Groceries	297.63		297.63		
5270 Copies & Reproductions	136.90		136.90		
5275 Licenses & Copy Rights	1,013.06		1,013.06		
5276 Program Internet Services & Subscriptions	387.68		387.68		
5280 Postage & Mailing	528.92		528.92		
5900 Misc. Program Expenses	380.07		380.07		
Total 5000 Cost of Programs	21,762.56	2,000.00	23,762.56	24,700.00	937.44
Gross Profit	541,026.49	126,171.00	667,197.49	530,300.00	136,897.49
Expenses					
8000 TOTAL GF Expenses	0.00				
8100 Personnel Expenses	0.00				
8110 Salaries and Wages	0.00				
8111 Salaries	364,789.00	67,957.80	432,746.80	383,485.57	(49,261.23)
8112 Wages	60,948.04	12,189.61	73,137.65	80,345.76	7,208.11
Total 8110 Salaries and Wages	425,737.04	80,147.41	505,884.45	463,831.33	
8120 Payroll Expenses	1.98		1.98		(1.98)
8121 Payroll Taxes	20,617.58	4,123.52	24,741.10	20,754.08	(3,987.02)
8122 Employees' Health Insurance	26,952.20	5,390.44	32,342.64	54,660.44	22,317.80
8123 Dntl, Life, LTD	5,629.80	1,125.96	6,755.76	10,478.41	3,722.65
8124 Pension 401 k Contributions	37,712.05	2,542.41	40,254.46	43,307.96	3,053.50
Worker's Comp	0.00	3,500.00	3,500.00	3,500.00	
8126.01 Admin - Prof. Development	100.00	0.00	100.00		(100.00)
Total 8126 Administ.- Professional Develop	91,011.63	16,682.33	107,693.96	132,700.89	(17,048.16)
8127 Professional Expenses	0.00				
8127.01 Minister - Professional Expense	1,866.10	2,133.90	4,000.00	4,000.00	

ADMINISTRATOR'S REPORT - MARGARET KOSOROK BEAN

8127.02 Assistant Minister Prof. Exp.	2,534.61	965.39	3,500.00	3,500.00	
Total 8127 Professional Expenses	4,400.71	3,099.29	7,500.00	7,500.00	
Total 8120 Payroll Expenses	95,414.32	19,781.62	115,195.94	140,200.89	
Total 8100 Personnel Expenses	521,151.36	99,929.02	621,080.38	604,032.22	(17,048.16)
8200 Contracted Services	0.00				
8230 Legal Fees	0.00				
8290 Other Contracted Services	1,880.00	435.00	2,315.00	800.00	(1,515.00)
Total 8200 Contracted Services	1,880.00	435.00	2,315.00	800.00	
8400 Total Building Expenses	0.00				
8410 Bldg/Ground Maintenance	10,873.69	3,000.00	13,873.69	10,000.00	(3,873.69)
8411 Maintenance Organ/Piano	104.00	300.00	404.00	750.00	346.00
8420 Fire Alarm Monitoring	1,005.75	103.50	1,109.25	1,000.00	(109.25)
8421 Elevator Monitoring		750.00	750.00	1,000.00	250.00
8450 Property Taxes	195.08	0.00	195.08		(195.08)
8460 Property Insurance	632.75	8,667.25	9,300.00	9,300.00	
8470 Parking Lot Rental	597.50	6,685.50	7,283.00	7,283.00	
Total 8400 Total Building Expenses	13,408.77	19,506.25	32,915.02	29,333.00	(3,582.02)
8430 Utilities					
8430.01 Telephone & Internet	4,175.91	677.95	4,853.86	4,000.00	(853.86)
8430.02 Gas	4,935.09	429.00	5,364.09	4,500.00	(864.09)
8430.03 Electricity	1,541.37	350.00	1,891.37	6,000.00	4,108.63
8430.04 Water	4,648.44	1,200.00	5,848.44	5,000.00	(848.44)
8430.05 Garbage	1,252.94	228.00	1,480.94	1,400.00	(80.94)
Total 8430 Utilities	16,553.75	2,884.95	19,438.70	20,900.00	1,461.30
8550 Membership/Volunteer Council		500.00	500.00	1,600.00	1,100.00
8500 Sunday Service Expenses	(240.00)	0.00	(240.00)		240.00
8515 Summer Forum	335.00	200.00	535.00	800.00	265.00
8525 Sunday Flowers	30.40	0.00	30.40		(30.40)
Total 8500 Sunday Service Expenses	125.40	200.00	325.40	800.00	474.60
8600 Other Business Expenses	0.00				
8610 Bank Charges	1,844.10	600.00	2,444.10	1,000.00	(1,444.10)
8620 Credit Card Service Fee	3,964.56	1,200.00	5,164.56	3,750.00	(1,414.56)
Total 8600 Other Business Expenses	5,808.66	1,800.00	7,608.66	4,750.00	(2,858.66)
8700 Total Dues Expense	365.00	16,400.00	16,765.00	16,400.00	(365.00)
8800 Total Office Expense	0.00				
8810 Office Supplies	2,096.53	1,500.00	3,596.53	5,000.00	1,403.47
8820 Copy Machine Lease/Serv/Supp	7,136.70	1,427.34	8,564.04	8,500.00	(64.04)
8830 Postage	969.83	100.00	1,069.83	1,000.00	(69.83)
8850 Website Maintenance	230.80	0.00	230.80	0.00	(230.80)
Total 8800 Total Office Expense	995.88	0.00	995.88	800.00	(195.88)
8860.01 Internet Services & Subscriptions	2,862.92	894.00	3,756.92	1,800.00	(1,956.92)
Total 8800 Total Office Expense	13,296.78	3,921.34	17,218.12	16,300.00	(918.12)
8900 Total Other Expense	0.00		0.00		0.00
8990 Misc Expenses	995.88	0.00	995.88		(995.88)
Total 8900 Total Other Expense	995.88	0.00	995.88	800.00	(195.88)
Total 8000 TOTAL GF Expenses	573,585.60	145,576.57	719,162.17	695,715.22	(23,446.95)
Reimbursements	0.00	0.00	0.00		0.00
Cell Phone	2,700.00	0.00	2,700.00		(2,700.00)
Total Reimbursements	2,700.00	0.00	2,700.00		(2,700.00)
Total Expenses	576,285.60	145,576.57	721,862.17	695,715.22	(26,146.95)
NET INCOME WITH NO PPP LOAN'			(54,664.68)	(165,415.22)	
1st PPP LOAN (a Foregiveness Request has been submitted)			57,100.00	57,100.00	
Net Operating Income with 1st disbursement of PPP Funds			2,435.32	(108,315.22)	
2nd PPP LOAN (has been applied for)			57,100.00		
Net Operating Income With 2nd disbursement of PPP Funds			59,535.32	(108,315.22)	

Maintenance costs were higher because of our portion of rebuilding the fence and other items that needed to be replaced/fixed

Utililities were lower by a little because of the bldg closure

More people paid with credit cards this year than in years past

There have been additional costs for online services as we moved to a virtual platform. I expect these costs to be the same next year

MINISTER'S ANNUAL REPORT - REV. TOM GOLDSMITH

Never has my heart been so filled with gratitude as it is today. I am not confusing sentimentality at my retirement with the gifts this congregation has provided in making First Church a prominent progressive voice in the Salt Lake Valley and beyond.

This year, a full year of enduring the Covid pandemic, has knitted our church community closer than ever. Any thoughts about church being incidental to our lives have been crushed. The vitality generated through sustained commitments to justice, programs, and committee functions, taught us that the meaning of “church” extends far beyond physical confines. We are fully integrated into our church community because we mean so much to one another. Even if we must rely on daunting technology to keep connected, we will go to extremes to keep the heartbeat of our community ticking strongly.

A new appreciation for one other developed on our worship team. Providing a meaningful service each week presented an initial challenge in keeping the thread of the message constant throughout the many components of a full service produced on video. With the expert help of Tristan Moore weaving stunning visuals into the worship experience, Monica, David, Amanda, and I felt stronger each succeeding week in “producing” worship in a new mode. Our honest critiques of each other were always packaged in love, sharing the same objective: Providing meaningful worship for a congregation with high expectations. In the rigorous standards we applied to ourselves each week, and with a growing dependency on a full-team effort, we plumbed the depth of worship and gained a heightened sense of its crucial role in the life of the church.

The church’s entire staff had to learn a new mode for operating effectively with as little contact with each other as possible. The mutual cooperation among the entire staff got us through a difficult year. Stefanie’s office became the church’s central headquarters, and she filled the role magnificently whenever there was a prospect of something falling through the cracks. Margaret worked effectively all year with our Finance Committee, and supplied all the figures that various committees needed to function through the year. Stefanie and Margaret are a tandem that has put our church in good stead. I hope they will continue their commitment to the church for many years to come.

I also want to send a shout-out to Layne, who made sure that Vicky and her daughters were living with comfortable room temperatures throughout the year. Layne helped the boiler through yet another winter.

This church year culminated in one of the few success stories we ever get to witness on the journey towards justice. Following three years and two and a half months of being held captive in sanctuary, Vicky and her beautiful daughters left the church legally as our church bells rang wildly. It was a tearful moment for our church community which invested heart and soul into making the Chavez family feel loved, appreciated, and respected. The Sanctuary Steering Committee, under the

MINISTER'S ANNUAL REPORT CONTINUED

exemplary leadership of Joan Gregory, made the whole the operation run as smoothly as anyone could hope for. The congregation responded enthusiastically to the million requests made by the Steering Committee, never losing sight of the Big picture.

We are a church comprised of extraordinary leaders with deep commitments.

I have been grateful all year to:

Michele Page for chairing the auction...again!

Debbie Bieber and Sue Geary for co-chairing the Transition Team.

Don Walton for chairing the Board.

Cathy Chambless for chairing the endowment committee.

Becky Heal and Henry Whiteside for chairing the Pledge Committee.

Joan Gregory for chairing Social Justice Committee.

Allan Ainsworth for chairing the History Committee.

Joe Du Bray for chairing the Refugee Resettlement Committee.

And also heartfelt thanks to Shirley Ray and Colleen Bliss for the success of our Sangha.

The choir - - virtual or otherwise - -they're the best.

And deep gratitude for the exquisite ministry of my distinguished colleague, Monica Dobbins, who grows more distinguished every day.

We are now ready for a fresh start when we can congregate once again in our church for worship and the busy hum of activity. An interim minister will help the congregation to assess where it's been and to where it wants to go. I call it soul-searching. By definition it's intense, but when done with honesty, it will only open new pathways to fresh insight which grew a bit lazy due to convenient routines.

After hanging out for 34 years in the same familiar spot on 13th East, my faith in our church community has grown deep. The church has set a high bar for itself and for its leaders. Many churches do that, but what makes this congregation unique is its complete devotion to accomplishing its (gold standard) goals. Our religious education, music, and social justice programs are among the very best to be found anywhere. Leadership works at peak capacity only because of congregational support. Our members and friends do the work because they trust the integrity of the church's vision, and the selfless dedication of its staff.

Thank you for the decades of support and love. Thank you for your laughter in all the right places, and for extending yourselves to do the work of the church. And while working with new ministers in exploring the many avenues for progressive religious expression, be genuine. Be yourselves. You are blessed in belonging to a great congregation.

ASSISTANT MINISTER'S REPORT - REV. MONICA DOBBINS

Church Year 2020-21

From even before this year began, we knew this would be a year like no other. I have a photo in my files from back in March 2020, of Rev. Tom and Lee Shuster holding a tape measure between them to prove that they were six feet apart, appropriately socially distanced, while filming worship. It will always remind me of how weird this year was. A year when we had to measure our distance from one another – a distance which is actually immeasurable, since we were so far apart, and yet also still close to one another in spirit.

Our church history (the “white” book) tells us that, during the 1918 flu pandemic, so few people came to church that there often wasn’t a quorum for meetings, and the minister had to work for free for a while. Compare to this pandemic, as we’ve had a record pledge year and continued to do much of the church work we would have done anyway. Weekly worship services started out a bit awkward, as we learned how to be televangelists – but became increasingly polished as we adjusted to the medium. Some deeply meaningful services, including a Christmas Eve service I’ll never forget. Virtual choir performances that reminded us that nothing can stop the music in the hearts of those who really love each other and are determined to make it work.

We continued the work of deepening our understanding of Unitarian Universalism, what it means to be UUs these days. Over the summer, a group of UUs from across Utah and Idaho gathered on Zoom for a ten-week class on Racial Healing; as we grappled with the death of George Floyd and the protests that swept the nation, we understood that there was always internal work we could do to become more racially aware.

Even as our physical doors were closed, we continued to welcome new members to our ranks. Christine Ashworth and Colleen Bliss taught newcomer classes, and I facilitated a new-members-only small group, which will continue together next year as a group. We introduced the Soul Matters curriculum to our Small Group Ministry, and while we’re still adjusting to the new format, there have been many successes so far. The curriculum invites its participants to go beyond discussion and argument to a more contemplative engagement, exploring spiritual practices to get to the emotional sphere of life.

Much of the second half of this year for me involved working with the various teams helping us prepare for the great transition upon which we have now embarked: the retirement of our beloved long-time senior minister, and the welcoming of an interim minister who will guide us through the next two years. I’ve worked with the celebration team, who planned a slew of exciting activities to show Rev. Tom our love and appreciation for all his faithful years of service; the transition team, who are preparing to introduce the new minister; the finance team, who worked hard to prepare a budget that can accommodate all our dreams; and the Sanctuary steering committee, through

ASSISTANT MINISTER'S REPORT - REV. MONICA DOBBINS

whose incredible teamwork we were able to see Vicky Chavez and her girls walk free from our church under ringing bells. It has been rewarding work.

I am so optimistic about next year. I anticipate not only growth in membership as people long for community and connection, but also renewed volunteer enthusiasm as we engage the work of the interim period and imagine what our church can be in the future. I want each one of you to be a part of it, and I can't wait to see each of you in person and hear your beautiful voices – not through a little box on a screen, but in person, for real. You mean so much to me. Thank you for your patience, your courage, and your spirit as we continue to wish for brighter days and look forward into the future together.



Journeying toward spiritual wholeness by
working to build a diverse multicultural Beloved
Community by our actions that accountably
dismantle racism and other oppressions in
ourselves and our institutions

8TH PRINCIPLE

RELIGIOUS EDUCATION REPORT - AMANDA ESKO

***“You must have the courage to interpret the wind, and act upon what it brings to us.”
- Angus MacLean, Universalist Religious Educator and Minister***

The theme for RE this year is RE-Imagining Church. We have spent this year re-imagining our Religious Education program, community, and future. Virtual RE provided us endless opportunities and challenges this year. Knowing the transitioning needs of families, RE focused this year on three core values:

- Flexibility
- Keeping connections open
- Engaging content for children, youth, and parents

Throughout the pandemic, the needs of families have varied widely. As we planned, we moved through with the understanding that everyone's needs would be different. Some people would want all online content and Zooms. For others, the school week is more than enough time on Zoom, especially depending on the age of children and youth. Offering options, compassion, and listening ears became paramount to our ministry at this time.

We have had several opportunities for families to engage in our community at different levels. Below you'll find a brief outline of some of our options!

RE Weekly

In order to streamline our communication, we created a weekly newsletter website. Each week, current information on Religious Education and church events has been published in order to maintain consistent communication. Moving forward, we intend to keep using this information tool. To visit the site go to: <https://sites.google.com/view/re-newsletter/home>.

RE-Imagining Chapel

An important part of our Religious Education community is worship. While we are physically distant, we have had to rethink how we approach this important spiritual practice. On the first Sunday of the month, we held RE-Imagining Chapel over Zoom or attended all-ages congregational worship. This was a real-time opportunity for us to share our ideas, joys and concerns, and be in community together.

Additionally, the Religious Education staff produced weekly RE-Imaging Chapel worship videos for Youtube. This gave families, and the larger community, a way to gather in their homes weekly to participate in a worship service from a distance. Starting in early May 2020, the Religious Education Department produced RE-Imagining Chapel in some form every week over the past year. You can find the RE-Imaging Chapel Youtube Playlist here: <https://tinyurl.com/RE-ImaginingChapel>.

RELIGIOUS EDUCATION REPORT CONTINUED

Class Websites

Recognizing the needs of our community would be different this year for RE, we split everyone into two main groups: Lower School, preschool-5th grade; and Upper School, 6th-12th grade. Each group has its own website. While the layouts are ever so slightly different, each website contains the same type of information: links to zoom gatherings, monthly "lessons" with videos, prompts, and activities youth and families can participate with. Additionally, you'll notice that the lesson topics match one another between the two sites. This enabled families with kids in both age groups to engage in the content across age levels.

Lower School Website: <https://sites.google.com/view/redgroup/home>

Upper School Website: <https://sites.google.com/view/firstchurchyouthgroup/home>

Zoom Gatherings

As stated above, one of our guiding principles for the year was maintaining connection with one another. In order to foster another lane of engagement, we had Zoom gatherings for the Lower School and Upper School on the 2nd and 4th Sunday of the month at 10 am. Our goal for zoom gatherings was to be in community together, engage in interesting discussions, and have fun.

Full Week Faith Plans

In Religious Education, we believe that spiritual practices are best done as a family throughout the week, not just on Sundays. Each week, we produced a Full Week Faith plan, as a jumping-off point for our families to engage in. Full Week Faith plans are emailed out in our weekly newsletter, in the Torch for our larger community, and posted on our website. To view an example of a Full Week Faith Plan, please visit: https://slcuu.org/images/pdfs-doc/FWF_4_25-5_1.pdf

UU of The Week

Around three years ago, Rev. Tom asked Religious Education how we could teach our children about our rich history of Unitarian Universalism. Religious Education has been eager to take up the task, and created UU of The Week. Weekly, a new figure in Unitarian Universalist history was introduced. Over the past year, like all of our church life, we pivoted, and began incorporating UU of The Week as a part of RE-Imagining Chapel, but also as a stand alone program. A website, <https://uuoftheweek.org/>, was created to feature the program, and is maintained by Religious Education staff. We are extremely proud of this program, which has had a reach far outside our congregation.

Events and Special Worship Services

While the format changed, Religious Education still found ways to create community- even virtually! In the fall, we hosted our annual Halloween Party, over Zoom, which included a costume parade and a magician!

RELIGIOUS EDUCATION REPORT CONTINUED

During the holidays, Religious Education adapted our communities beloved worship services. We held our annual pageant, complete with take home prop kits, music, and special guest stars, on December 20th. The following evening, on December 21st, we held our Solstice worship service, over Zoom. The theme for this year's Solstice was "Solstice Stories." Members from our community read stories, poetry, produced videos, all sharing different Solstice stories, from many different traditions.

Social Justice

Social Justice is a cornerstone of our congregational life at First Church. With that in mind, the Religious Education department continued to promote activities around social justice for the whole congregation throughout the year. These events included:

- Backpack Kit Drive- created 50 backpacks filled with school supplies for the Utah Refugee Connection
- Get Out The Vote Postcards- mailed 200 postcards for campaigns to get out the vote in key states
- Reverse Advent Calendar Food Drive- collected items for the Utah Food Bank
- Spring Cleaning Kit Drive- created 50 cleaning kits for refugee families for the Utah Refugee Connection

In closing, there are several people I would like to thank for their contributions to Religious Education this year. First, I want to thank the children, youth and parents of Religious Education. Thank you for showing up. Thank you for giving your joy. Thank you for trying new things. Thank you for being patient. Thank you for being you! Next, I would like to thank the ministry team for their unfailing support of Religious Education at First Unitarian Church. Throughout the pandemic, when it would have been easy to ignore, Rev. Tom Goldsmith and Rev. Monica Dobbins lifted up the needs of our families, children and youth at every step. Thank you for your support and leadership. Thank you David Owens, for recording so much music for us this year to use during our virtual and recorded events. Your gift of music has made our experiences all the richer. And finally, I want to thank this year's Religious Education staff, Brian Gregory and Lissa Lander. Thank you Brian for running towards virtual youth group with joy, enthusiasm, and games! Lissa, Religious Education could not run without your presence, skill, energy, and joy. Thank you for all that you give our entire congregation throughout the year.

It is my continuing honor to serve this congregation. Thank you for entrusting me with this ministry.

In Peace,
Amanda Esko
Director of Religious Education

MUSIC DEPARTMENT REPORT - DAVID OWENS-LUPU

Like most, this has been an extraordinary year for the Music Department here at First Church.

Sharing frustrations with all arts related programs, the practice, performance, and distribution of making music is no exception.

The further year-long closure of the church due to the Covid-19 Pandemic has indeed tried our abilities to maintain an active Music Ministry that not only serves the congregation, but also incorporates the myriad of social interactions and activities the Music Department employs. That said, there are a few notable musical activities and projects that deserve mentioning.

Principal to this year has been the need to adapt to Virtual Pre-Recorded Services. This happens on a weekly basis - usually getting music selections recorded in isolation on Wednesday or Thursday and then SD Cards/iPad recorders off to Tristan Moore to do post-production editing in his home studio in order to have the Virtual Service ready to go up on the internet by late Friday or Saturday.

It is worth a pause, to extoll an impossibly large debt of gratitude to Tristan Moore - our "new" Video Recording and Editing Guru -without whom we simply could not have made this "Virtual" year happen in the slick and professional manner that it did. Thank You Tristan !!

There were a few Services: Christmas; Memorial Sunday; Tom's Last Sermon; that we did a combination live and pre-recorded. (Again, Tristan was critical to these services going on without a hitch.)

For the most part, I, David Owens-Lupu was the stand alone musician working in recorded isolation, or in "Social Distanced" format with 'The Worship Team' in the Sanctuary.

One notable exception to that was, again, our dear cellist friend - Nicolle Pinnell - joining us last fall to jump through the hoops of making a pre-recorded service with us. While wonderfully impactful (as Nicolle always is) this is where we learned how difficult it was to interface guest musicians into a foreign pre-recorded Worship Service process.

While certainly of a steep learning curve, and requiring some logistic, musical and adaptive resources, oddly, my musical submission to the Virtual Worship Services of First Church were wonderfully gratifying - and it is to the Congregants and Worship Team who, week after week joined via Zoom, and both coached and mentioned appreciation to that I gave. Thank you.

But perhaps of greater merit; Let's praise the Virtual Choir of First Church 2020-21 !!! WOW !!

The absence of choral singing In Congregation has been an almost fatal blow to both the Congregation, The Respective Choirs, and The Directors. However, in an exercise of Herculean

MUSIC DEPARTMENT REPORT CONTINUED

mitigation, the Singers of First Church produced three Virtual Choir Videos (forever archived) that are of exemplary quality (on a national level), and show not only remarkable talent, but extraordinary dedication to this church. Only those who joined, and Attempted To Join !! - know how difficult and challenging these projects were. And thanks to those who tried!

Again Thanks to Tristan for the massive amount of post-production work put in to finalize these videos. Equally, deep acknowledgement and thanks goes to two members of the Choir at First Church without whom these Virtual Choir Videos simply could not have been produced.

Thank You !! - John Major and Andy Walker.

Sadly and much missed; little has happened with The Junior Singers this year at First Church. The audio recording they did last year still graces many of our opening video sequences that welcome us to "Virtual Church" each Sunday morning - and remind us further of how Beautiful it will be to once again be able to meet in congregation and socialization to Make Music in Ministry happen for First Church.

While little used, the instruments at First Church - (pianos and organ) - remain in good, but emotionally forlorn condition. Tunings and regulations have been attended to more on an "as needed" basis rather than "scheduled maintenance" agenda. That budget is easily balanced this year.

The following were essential to maintaining a viable Music Department to this most challenging past year. A Deep Gratitude is owed them.

David Owens-Lupu Director of Music at First Unitarian Church of Salt Lake City

Tristan Moore Video Recording, Editing, and Post Production

John Major Virtual Choir Coach and Production Assistant

Andy Walker Virtual Choir Coach and Production Assistant - Emeritus Choir President

Alison Christiansen Emeritus Choir President

Holly Stuart Assistant to the Director : Choral Worship Arts.



MUSIC DEPARTMENT REPORT CONTINUED

ps: While this does not fall within the purview of an "Annual Report", I would be remiss not to mention the importance (in this spring of his retirement) the Incredible and Remarkable Support, Encouragement, and Institutional Backing of the Reverend Tom Goldsmith.

It has been my great blessing and pleasure to have worked in colleague with a Minister, Mentor, Musician, and Friend who devoted an extraordinary effort into supporting and growing the Music Ministry (and me !) here at First Church. Thank You Tom.

Virtual Choir Videos available on our YouTube Channel: <https://www.youtube.com/c/FirstUUSLC/videos>



"We Will Go Out In The World"

Performed by the Virtual Choir at First Unitarian Church

Words and music by David Owens

Audio Mix & Video Production: Tristan Moore

Virtual Choir Production Coach: John Major



"When We Are Gone"

Words and music by Starhawk & Anne Hill

Performed by the Virtual Choir at First Unitarian Church

Music Director: David Owens-Lupu

Audio Mix & Video Production: Tristan Moore

Virtual Choir Production Coaches: John Major, Marti

Major, Andy Walker



"The Same Stream of Life"

Words by Rabindranath Tagore (Indian, 1861-1941)

Music by David E. Schafer (American, President Emeritus of UU Humanist Association)

Performed by the Virtual Choir at First Unitarian Church

BOARD PRESIDENT'S REPORT - DON WALTON

This past year could be classified as the Perfect Storm. COVID hit just three months before this church year began in July 2020. In addition to COVID our minister is retiring, our Sanctuary family of 3 years is able to leave the church, and we will be bringing on board an interim minister for the next 2 years. Finally, the church has been physically closed for over a year to help stem the spread of the disease.

COVID impacted the church in ways we could not have imagined two years ago. Who knew how essential in-person socializing is to the religious experience? The Worship Committee utilized Zoom to full advantage and raised the Sunday service to new levels of artistic achievement. Eliot Hall coffee hour became Zoom coffee hour which gave us the chance to converse with all the attendees and then have a more intimate exchange in breakout rooms with just a few congregants.

First Church is not used to a deficit budget. Fortunately, we have a newly re-constituted Finance Committee headed by Starlyn Chaston. The members are Andrea Globokar, Cathy Chambless, Sarang Joshi, and the Church Administrator, Margaret Kosorok Bean. The Finance Committee has not only taken the lead in next year's budget process, they have also created a Reserve Policy that specifies how we will safely fund a deficit budget.

Our beloved minister of 34 years, Rev. Tom Goldsmith, has decided to retire this year. Seldom do ministers have such a long and successful tenure. But Tom did it with a simple but effective business plan. Create an Annual Pledge Drive, then with weekly superb sermon and music programs, remind the congregants why they are so generously pledging. We will truly miss Tom's input.

When a minister leaves after such a long period of service, the UUA recommends that the congregation bring on a transitional or Interim Minister for a couple of years and then hire a Settled Minister. A Transition Committee is in the final stages of the Interim Minister process. Shortly, we will receive from the UUA a list of candidates for the position. The Committee will spend considerable time interviewing each candidate and then rank them in terms of acceptance. Ideally, we will have determined who that person will be on the day after the Annual Meeting.

Three years ago, the First Church congregation voted to become a Sanctuary Church and house an immigrant facing deportation. Vicky Chavez, her daughters, Yaretzi and Bella, became members of our family as we protected them from ICE. To do that we had to create heightened security and volunteers provided round the clock presence to ensure their safety. Shortly after the Biden administration came into office, the court issued a 1 year Stay of Deportation, allowing Vicky and the girls to leave the confines of the church safely. The Sanctuary Committee and numerous members of this Church successfully challenged the federal government on its immigration policy. They helped bring an end to this Perfect Storm.

BOARD PRESIDENT'S REPORT CONTINUED

As the threat of COVID begins to diminish the Board of Trustees is faced with the question of how and when to re-open. Board members Don Walton and Peter Esko will be retiring from the Board after years of service. This year's members taking on new challenges are:

President Sarang Joshi
Vice President Kelly Garrett
Secretary Kristen Quinn
Dot Verbrugge
Melanie Steiner-Sherwood
Derek Gersdorf
Matt Wilson.

On behalf of the Board, I want to thank all of our congregants who have been so generous in sustaining the church through these very trying times.

Don Walton
President



FINANCIAL COMMITTEE REPORT - STARLYN S. CHASTON

ACTIVITIES MAY 2020 – APRIL 2021

In accordance with the Finance Committee Charter, approved September 2019, the committee supports the Church Board of Trustees (Board) to fulfill its governance and fiduciary stewardship responsibilities, as outlined in the Governing Policies.

The Finance Committee (FC) members currently include:

- Chair: Starlyn S. Chaston
- Board Member: Sarang Joshi
- Administration Designee: Margaret Bean
- Endowment Committee Member: Cathy Chambless
- Congregational Member: Andrea Globokar
- Congregational Member: Ray Richardson

Highlights from the quarterly reports to the Board:

May 2020 – Activities focused on creating a road map to prioritize FC oversight efforts going forward, reviewing financial statements, pandemic impacts – including the Paycheck Protection Program loan, and filling committee positions.

August 2020 – Activities focused on reviewing financial statements and drafting a Reserve Policy. In July, Sarang Joshi joined the committee as the Board Member representative.

November 2020 – Activities focused on reviewing financial statements and internal controls. In October, we started a project to document historical and current information on the Restricted Funds accounts including mission, source of funding, permissible expenses, signers, reporting, etc.

We submitted the Reserve Policy to the Board on November 4, 2020, which was approved. The Reserve Policy establishes a minimum amount of cash to be held for operating reserves. If the balance drops below the minimum, an analysis is triggered and a plan is developed to address the situation.

February 2021 – In January 2021, the committee was engaged to lead the budget process for the 2021/2022 fiscal year. Given the short timeline, the committee met weekly for a period and all other initiatives were deferred.

Various projects are in progress to strengthen governance and improve transparency including the following:

- ✦ Review Bank Reconciliations
- ✦ Independent Audit/Review of Internal Controls
- ✦ Restricted Funds Procedure
- ✦ Vendor Selection and Management Policy and Procedure
- ✦ Torch Newsletter Articles

MINISTERIAL TRANSITION TASK FORCE - SUE GEARY

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.

This has been a busy year for this very skilled and dedicated team. Jessica French took the responsibility of directing the group's communication with the congregation. Under Jessica's leadership, Task Force members prepared a series of articles for the Torch intended to answer questions that we have heard from some of our congregants. We have also updated the Transition Q & A that appears on the church website. Jessica has also refined our internal communications as a committee.

The Board of Trustees assigned the Ministerial Transition Task Force to serve as the selection committee for our Interim Minister, whose duties will begin in the 2021-22 church year and continue through the 2023-24 church year. That task has occupied much of the group's time since January. We informed the UUA Transitions Office that we would be doing a search for an Interim Minister. Task Force members completed the very extensive questionnaire by which candidates may learn about our church. We have prepared interview questions, a reference check protocol, and a scoring system for screening applicants.

The interview and selection process, as prescribed by the UUA timeline, will be completed during the month of May.

We have been fortunate to have Debbie Bieber's expertise and experience with ministerial succession to guide our work. We are also grateful for the insight that Reverend Monica Dobbins has provided. We believe that First Unitarian Church will attract some strong candidates and look forward to a successful interim ministry. During those two years, we as a congregation will be challenged to look at areas in which we might improve for a strong future while we also share our pride in our many strengths.

Task Force Members:

Debbie Bieber, Sue Geary, Co-Chairs

Paul Carpenter, Jessica French, John LaMalfa, Nancy Moos, Erin Phinney Johnson

Don Walton, Outgoing Board Liaison

Sarang Joshi, Incoming Board Liaison

Rev. Monica Dobbins, Consultant

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.

The Torchbearers Campaign, launched on May 19, 2019, has completed its second year. The purpose of the campaign is to ensure the church, originally built in 1927, is maintained in good order while advancing our environmental stewardship through greater energy efficiency. The Campaign has advanced this aim and needs continuing financial support to attain this goal.

Committee members are: Co-Chairs Allan Ainsworth and Colette Herrick, along with Cheryl Johnson, Kim Grob, Peter Esko, Tom Goldsmith, and Monica Dobbins. As explained in last year's annual report, the original goal for the Campaign was \$500,000, with \$80,000 to be set aside for ongoing maintenance and unforeseen expenses related to the physical structure of the church going into the future.

The initial stages of the campaign were very successful, with 110 individuals/families (about 30% of regular church attendees) pledging support totaling \$436,739. Projects included increased energy efficiency, security, and maintenance to the physical plant and grounds. Bids for this work came in at \$420,000, and included double insulation for the chapel windows, energy efficient double doors at Eliot Hall and chapel entry, steam pipe insulation, upgrading older lighting fixtures, repairing the wood columns at the entrance to the chapel, air conditioning upgrades, and improvements to the Memorial Gardens on the south side of the building. Handicap guard rails abutting the sidewalk on the church grounds on the northeast side of the campus were included later in the process. A total of \$1,973 was expended for printing, envelopes, and postage to maintain the campaign.

In March of 2020, congregants had become aware of COVID-19. The implications of this virus on the future of the church were totally unknown. As a result, most of the projects earmarked for the Campaign that had not been completed were placed on hold and remain in limbo as of this report. Among concerns was the fear of lay-offs of church personnel, concerns about the spread of COVID-19 while work crews were in and around the building and worries that many congregants might lose their jobs as well. In essence, the concern was that money that would normally come in through the Campaign might better be used for essential functions such as meeting payroll and ensuring that financial income be used to survive into the future. The Campaign has also been sensitive to competing with the annual pledge drive, and has made every attempt not to be in competition with the daily financial needs of the church.

TORCHBEARERS CAPITAL CAMPAIGN CONTINUED

We are happy to report that these concerns have not been realized. Nonetheless, projects that had not been completed as of the prior annual report have still not been completed to date.

A brief rundown of the status of the Campaign is as follows:

New Pledges in 20/21 \$13,050.00

Received Payments in 20/21 \$41,063.40

Expenses Paid in 20/21 \$0.00

Total Pledges \$436,739.85

Total Payments \$314,332.01

Total Outstanding Pledges \$122,407.84

Total Expenses \$192,407.14

Cash in the Bank \$121,924.87

Projects to complete in 2021 include:

Memorial Garden (no bids as yet)

Boilers \$35,000

Air Scrubbers in CCNS Rooms \$2,500

We feel comfortable stating at this time that the Campaign can resume its functions. This means: 1) those who have pledged are encouraged to continue their payments; 2) those who have not yet pledged participate by contacting Stefanie Park and setting up your donation, which can be made in monthly, quarterly, or annual payments. The Campaign still needs to raise approximately \$60,000 to meet its \$500,000 three-year goal and still needs to realize completion of prior pledge payments to finish much needed projects.

Your generous financial commitment will ensure the church building and grounds are maintained in tiptop shape for our contemporary congregation and for future generations.

ENDOWMENT FUND COMMITTEE REPORT-CATHY CHAMBLESS

ACTIVITIES THIS YEAR - MAY 2020 TO APRIL 2021

- The Endowment Committee oversees 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, long-term asset growth and short-term production of income to support current church activities. The Committee monitors the Church's holdings to ensure the investments are consistent with socially responsible investment practices and congregational values.
- The Endowment Committee consists of five members: Cathy Chambless, chair; William Ashworth, secretary; Mark Molen, finances; Lex Hemphill, and Dot Verbrugge. In the year from May 1, 2020, to April 30, 2021, the committee met seven times under the pandemic conditions (eight, if one counts the April 13, 2020, meeting), and Chairwoman Chambless conducted all the meetings by Zoom. Every member of the board was present for all eight of those meetings.
- For its last two meetings, in March and April of 2021, the committee actually had six members, as Rick Langer, an estate attorney who had recently moved to Utah from Wisconsin, joined the committee early as the appointed replacement for the outgoing Cathy Chambless, who completes seven years of service to the committee, six as chair, on June 30th. The board voted at its meeting on March 1, 2021, to elevate Bill Ashworth to chairman following Cathy's departure.
- In December 2020 Rick Langer presented a Zoom webinar on Tax and Estate Planning for church members and friends, hosted by the Endowment Committee. The presentation included information on recent 2019 and 2020 tax law changes that impact charitable giving. Anyone who would like to watch a video recording of Rick's presentation may stream it on YouTube. You may request the link from cathychambless@icloud.com.
- The Endowment Committee approved a payment of \$1,000 to Unitarian Universalist Church of Ogden (UUCO) to help fund accessibility improvements so wheelchair users can access the UUCO social hall. The Church received an enthusiastic thank you note from Board President Bill Hackett.
- The Endowment Fund was used to pay interest on a short-term loan to begin capital improvements to the church facility. The Endowment Committee agreed to pay interest on a line-of-credit to begin work on needed improvements during summer of 2018. As donations came into the Torchbearers Capital Campaign, a loan from the University of Utah Credit Union was repaid. In July of 2020 the loan was paid off and the line of credit was closed.
- A new charter for the Endowment Committee was approved at the annual congregational meeting in May 2020. The charter describes the Committee's objectives, strategies, stakeholders, roles, and responsibilities.
- The Committee met with the Board of Trustees at the January 18, 2021 meeting to report on the status and activities of the Fund.
- Due to the pandemic all Church financial flows have been hard to predict this year. The Church started the fiscal year with a deficit budget but was able to receive a federal PPP loan/grant. Thankfully, member donations have been steady. Over the same period, the value of the church investments grew in excess of 8%. Considering these factors, the Endowment Committee voted to approve an allocation of 4% of the endowment fund balance to the church operations for the 2021-22 fiscal year. This amount is \$58,658.051, and will be transferred after the start of the new fiscal year July 1, 2021.

ENDOWMENT FUND CONTINUED-CATHY CHAMBLESS

VALUE OF ENDOWMENT FUND OVER TWO YEARS (as of March 31, 2021)

Date of report	4/13/20	3/31/2021		
	2019-2020	2020-2021	Annual \$ change	Annual % change
Equities	801,005	1,104,412	303,407	37.9%
Bonds	225,800	217,321	-8,479	-3.8%
Cash	79,560	115,344	35,784	45%
Albion Account Total	1,106,365	1,437,077	330,712	29.9%
Cash in University Credit Union	21,785	29,386	7,601	34.9%
Total of Accounts	\$1,128,150	\$1,466,463	\$338,313	30%

CONTRIBUTIONS TO THE ENDOWMENT FUND (May 1, 2020 to April 30, 2021)

Total donations to the Fund this year were **\$7,400**. Memorial donations this year totaled \$ 900. The following individuals made memorial gifts:

Donor

Lex Hemphill and Nancy Melich
Zelda Emerson
Patricia Renzetti
Ross Chambless

In Memory of

Patrick Zwick
Em Emerson
"Woody" Renzetti

In addition, the Fund received \$ 6,500.00 this fiscal year 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. Since 2019, First Unitarian Church has received a total of \$19,500 from this matching program due to the generosity of our members.

ENDOWMENT FUND COMMITTEE REPORT CONTINUED

DISTRIBUTIONS FROM THE ENDOWMENT FUND

- The Endowment Committee approved the transfer of \$ 21,314.00 to the church operations budget for fiscal year 2020-2021. This amount was 2% of the total value of the Endowment Fund as of March 31, 2020.

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)

SOCIAL JUSTICE COUNCIL - JOAN M. GREGORY CO-CHAIR

SOCIAL JUSTICE COUNCIL REPORT – 2020-2021

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

You will find social justice work woven throughout the fabric of this congregation and this Annual Report representing the work of the Religious Education Program, our ministers, and our many committees and groups. Of particular note this year were the social justice projects coordinated by the Religious Education Program and the educational effort undertaken by Rev. Monica Dobbins and Rev. Tom Goldsmith as they led us through example, education, sermons and services in preparation for our planned May 2021 congregational vote on adopting the [8th Principle](#).

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.

While the description above was the overall plan for 2020-2021, the COVID-19 pandemic took its toll on our social justice efforts this year for many reasons. The following represents some of the work that we were able to accomplish based on our health, our capacity, and our access to technology.

Campaign to Save Lives – Ron Molen and the *Campaign to Save Lives* continue to submit letters and op eds to the Tribune and Ogden Examiner. We have also used several op ed scripts to produce short, impactful videos thanks to tech savvy Phil Davis, his hard work and his eye for great visual effects. We've advertised the videos in both the Tribune and City Weekly and have sent postcard ads to all members of the state legislature. We haven't yet set the world on fire but we are trying. We would invite church members and friends to view the sites and comment to help perfect the message. Check us out at: utahdemocracy.us, taxrep.us, cfdc.us

Environmental Ministry

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

SOCIAL JUSTICE COUNCIL CONTINUED

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 2020-2021, we shared educational and action-focused opportunities via our Environmental Ministry mailing list, in particular, efforts sponsored by: [Civil Liberties Defense Center](#), [Southern Utah Wilderness Alliance](#), [Stop the Polluting Inland Port](#), [UU Ministry for Earth](#) (UUMFE), and [Utah Physicians for a Healthy Environment](#).

We read and discussed: *On Fire: The (Burning) Case for a Green New Deal* by Naomi Klein; and through the wonders of Zoom technology, we watched films and participated in discussions with Unitarians across the country through the UUMFE. We are grateful for the Earth Day Service presented by Rev. Tom Goldsmith and Rev. Monica Dobbins: [Earth Day: Dysfunctional Households](#) (April 18, 2021).

This year some of us channeled our energy into the effort to [Stop the Polluting Inland Port](#), participating in speaking at hearings, writing letters, sharing and signing petitions, doing research, and implementing efforts to educate the public and stop the continuing efforts to establish a polluting inland port on the westside of Salt Lake City which would further harm our air quality, increase greenhouse gas emissions, create serious health impacts for already impacted westside communities, harm critical wildlife habitat, and further facilitate the fossil fuel export out of the Uintah Basin. This work is ongoing and we invite all who are concerned about air quality, environmental justice, and climate change to get involved by taking the first step of attending the [weekly Stop the Polluting Inland Port Coalition meetings](#) and joining one of the work groups.

Many in Environmental Ministry also continued to participate in the ongoing efforts of the [Citizens Climate Lobby](#) which continued to [meet](#) (via Zoom), educate, and work to enact federal “carbon fee and dividend” legislation.

If you would like to get involved in our Environmental Ministry efforts, please contact: green@slcuu.org to be added to our Environmental Ministry Mailing List.

Planned Parenthood Sexual Health Jail Program – In the past, this program taught classes twice weekly on anatomy and physiology, family planning and birth control, sexually transmitted infections and body image at the Salt Lake County Jail in the women’s minimum-security pod. The program was placed on hold due to the pandemic in mid-March 2020. Therefore, it is even more significant that, on June 17, 2020, Di Johnson was honored as Volunteer of the Year by the Salt Lake County Sheriff for her work over the previous 2 years. The award stated: *Diane has been a volunteer in the Jail for over 2 years, where she has shown herself to be an excellent teacher, support system, leader amongst her peers, and an invaluable asset to the Planned Parenthood Program. Diane has been teaching the*

SOCIAL JUSTICE COUNCIL

Healthy Sexuality classes to our female population, which is an important class to one of our most vulnerable populations. The information and resources that she shares with the inmates is paramount to their recovery, rehabilitation, and future growth as they are released from the facility. We appreciate her hard work and dedication and would like to recognize her for continued support of the Jail Programs Division. Thank you and congratulations, Di, for your commitment and your service.

Refugee Resettlement Committee (RRC)

Submitted by Joe DuBray, RRC Coordinator, Leaders: Bonnie Baty and Jim Wilcox

For more than 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. The RRC has supported the International Rescue Committee (IRC) resettlement of IRC sponsored refugees in the SLC area and actively encouraged already residing and newly arriving refugees to feel welcome in Utah. During the 2020-21 fiscal year, the RRC limited in-person direct contact activity, in response to the pandemic and in compliance with directives from local public authorities.

The IRC is a nonsectarian, nongovernmental, not-for-profit, international relief and development organization based in the United States (US) and was 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 Salt Lake City the SLC/IRC or Catholic Community Services.

Refugee arrivals to SLC were reduced by the federal government in the past fiscal year. To meet virus social distancing directives of local authorities, the SLC IRC staff is working remotely, connecting electronically, telephonically and when necessary in person with sponsored refugees. IRC staff have continued contact with all of the SLC area refugees who have accessed IRC services over the past two years, over 500 families, more



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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-city-responds-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. For volunteer opportunities available with the SLC IRC check [Rescue.org/VolunteerSLC](https://www.rescue.org/volunteer-slc). Refugee related volunteer activity opportunities include, for example: (1) ESL tutoring; (2) family mentor; (3) employment mentor; (4) front desk support; (5) financial education volunteer; (6) event volunteer; (7) office support; (8) youth-in-home tutor; (9) health mentor; (10) Spice Kitchen Incubator mentor; (11) food box delivery to families; and (12) support of group activity, such as the goat project and GenR.

While RRC volunteers were prevented from setting up apartments for arriving refugees during the past fiscal year, RRC volunteers continued to accept donations of refugee needed furniture, such as dining tables and dining chairs, bicycles and special household goods, such as sewing machines, and then delivered the donations to the IRC for distribution to refugees. RRC volunteers also participated in other limited or safe personal contact opportunities offered through the IRC, such as regular food box delivery to families. RRC volunteers also helped a related non-profit, the Assistance League of Salt Lake City, in its' Fall Program delivery of supplies and individual size-specific clothing to several SLC area elementary schools for distribution by school social workers to the children of families in financial need, many of whom are refugees.

RRC volunteers also participated in several IRC webinars to keep informed about current conditions and discuss possibilities for future RRC involvement in refugee related activities.

The past year offered time for reflection on the future of the RRC. In recognition of the physical limitations, and recent retirements, of many long time RRC volunteers, when SLC refugee arrival activity expands, expected later in calendar 2021, the current core of RRC volunteers will not be able to support the IRC at the rate the RRC has in the past. The RRC is seeking new volunteers to help with apartment set-ups beginning later in 2021, during the work week (heavy lifting, light lifting and/or apartment arrangement), storage facility maintenance, furniture pickup from donors, vehicle availability (trailers, pickups, SUVs), general organization, and training as team leaders (in charge of apartment setups, report writing).

For information on RRC activity, donation items needed and volunteer opportunities, email the RRC at rrc@slcuu.org, or talk with one of the following RRC leaders. Submitted by, Joe DuBray, RRC Coordinator and Leaders Bonnie Baty and Jim Wilcox.

Sanctuary

We are celebrating freedom and a huge win for Vicky Chávez, right now, as this report is being finalized.

Vicky received a Stay of Removal on Monday, April 12, 2021 (Day 1,168), left Sanctuary on Thursday, April 16, 2021 (Day 1,171), and on Friday, April 23, 2021, the Department of Homeland Security announced that "it was clear to Secretary Mayorkas and Acting ICE Director Tae Johnson that the

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fines were not effective and had not meaningfully advanced the interests of the agency. ICE intends to work with the Department of Treasury to cancel the existing debts of those who had been fined.” Although we do not have documentation of the cancellation of Vicky’s fine in hand yet, we anticipate that the Department of the Treasury will follow through and that the \$59,126 fine will be cancelled!! Although the COVID-19 pandemic keeps us from celebrating in full style right now, we plan to hold a joyous in-person celebration, just as soon as we can based on the guidance of our pandemic taskforce. And oh, what a celebration it will be!

Vicky’s Stay of Removal and the rescinding of the fines were a long time in coming ... and they are HUGE ... but the struggle is not over for Vicky and her family. The struggle is not over yet for a path to permanent residency for Vicky and for those who have taken Sanctuary for years across the country. And the struggle is not over yet for the transformation of our system from the deportation system that it has become, to an actual immigration system that welcomes the stranger.

If you are ready to **take action** on the side of love and true courage, you can help Vicky rebuild her life by donating to the [Sanctuary Family Fund](#) to help with rent, car payments, utilities and food. Donations to the [Sanctuary Defense Fund](#) to assist with ongoing legal expenses, can be made by choosing: *Click here to Donate*, and then entering your donation amount to the Sanctuary Defense Fund. All funds received go to support Vicky and her daughters.

As we move forward, Vicky’s Stay of Removal requires quarterly check-ins with ICE, we will be accompanying her there. Vicky is still in need of a path to permanent resident status (a green card), so we will continue to advocate for a private bill or other solutions on Vicky’s behalf as well as on strong and transformational immigration reform. Keep your eyes on Vicky’s FreedomForVicky Facebook page: <https://www.facebook.com/Teamvicky3/> and the Twitter hashtag: #TeamVicky4ever

Sanctuary Timeline – This timeline will provide a view into the roller coaster of Sanctuary over the past year leading up to the joyous news and celebration of April 2021:

- Fine Appeal:** *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.*
- Shelter in Place:** *KUER’s RadioWest produced a 14-minute video about Vicky’s experience in Sanctuary titled: [Shelter in Place](#). It was posted on May 12, 2020. The video summary states: Isolation is nothing new for immigrants who have sought Sanctuary inside churches around the United States. As the world adjusts to social distancing and virtual communication, Vicky Chavez, now in her third year living inside a Utah church, joins weekly zoom calls with other asylum-seekers in Sanctuary churches.*

SOCIAL JUSTICE COUNCIL CONTINUED

- **Stay of Removal for Vicky based on COVID-19 - Denied:** *On May 14, 2020, after many attempts to obtain information, Vicky's attorney learned that Vicky's Stay of Removal request had been denied. The notification of rejection followed on May 18, 2020.*
- **Racial Injustice:** *On May 23, 2020, police officers killed 22-year-old Bernardo Palacios-Carbajal in SLC, Utah. Officers fired 34 shots at Palacios-Carbajal, striking him 13–15 times, after chasing him while he ran away carrying a gun and repeatedly dropping it. George Floyd was murdered by police in Minneapolis, MN - May 25, 2020. A physically distanced demonstration in support of Black Lives Matter was held in front of First Unitarian, SLC, UT - May 29, 2020. Protests in the streets of downtown SLC over the murder of George Floyd began around May 30, 2020. On July 9, 2020, Salt Lake County District Attorney Sim Gill ruled that the shooting death of Bernardo by police was "justified under Utah Law."*
- **Bella's 3rd Birthday:** *On July 11, 2020 Bella celebrated her 3rd birthday (1,096 days old). When Vicky took Sanctuary, Bella was 204 days old. She had spent more than 81% of her life living in Sanctuary, living in the church!*
- **Democratic Party Platform Amendment:** *The Democratic Party Platform Committee met on Monday, July 27, 2020 to approve their 2020 Democratic Party Platform. Among the amendments was one inspired by the Austin Sanctuary Network that Sanctuary Leaders including those in the [National Sanctuary Collective/Colectivo Santuario](#) (Colectivo) and the Austin Sanctuary Network proposed for the Immigration section of the Platform: "We will reaffirm enforcement officials' ability to engage in the pre-Trump practice of prosecutorial discretion for deserving cases, including when needed to address humanitarian issues or other injustices. We will also prevent enforcement officials from retaliating against individuals for their political speech or activity, or because of their efforts to advocate for individuals' rights." Through their advocacy for this amendment, Sanctuary Leaders, like Vicky, opened up the narrative with the Biden campaign about the use of prosecutorial discretion as a tool to fight for their lives and their freedom. Vicky's role was critical in communicating the importance of this amendment to Utah DNC delegates, and in particular, Scott Howell, who played a key role in moving that amendment and the requests of the Sanctuary Leaders forward.*
- **Colectivo Letters to Biden Effort:** *Starting in August 2020, following the success with the Democratic Party Platform amendment, momentum grew in support of 3 letters and a petition to former Vice President and then Presidential Candidate Joe Biden: [Leader's Letter to Biden](#), [Elected Officials Letter](#), [Organization sign on letter](#), [Petition for everyone else](#), which call on him to: "On your first day in office, exercise favorable prosecutorial discretion to grant a stay of removal to each person living in Sanctuary, to allow us to continue working on our legal cases; Lift the deportation orders against us within the first 100 days in office by using legal tools at the government's disposal; and Sign into law all private bills on behalf of people living in Sanctuary that Congress sends to your desk." Vicky created this [video](#) to encourage everyone to sign!*
- **Collaboration with Comunidades Unidas:** *In late September/early October 2020, Vicky collaborated with Dulce Horn and [Comunidades Unidas](#) in several Facebook live events in the*

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leadup to the Vice Presidential Debate which was held at the University of Utah: [The Way to Freedom and Voting](#), [The Roadmap to Freedom](#), and a [Comunidades Unidas Press Conference](#). (Dule Horn delivered Vicky's speech, since Vicky was, of course, not able to attend the event.)

•**FOIA (Freedom of Information Act) Documents Released:** On October 22, 2020, [Sanctuary Leaders Released Documents](#) Showing ICE's Plan to Roll Out Massive Civil Fines Against Undocumented Immigrants. ([Press Conference](#)) Earlier (July 23, 2020), a separate [American Oversight FOIA request revealed](#) that in March 2018, Stephen Miller was having email conversations with Justice Department officials about the use of a "Fines/Penalties Statute" and a Treasury fund known as the "Immigration Enforcement Account" which included money collected from civil penalties to PAY for wall construction.

•**Sanctuary Leaders Address President-Elect Biden.** Sanctuary Leaders from all across the U.S. come together virtually (November 9, 2020) to [ask Joe Biden](#): will you support us?

•**Notification of Appeal Decision:** On November 5, 2020, ICE issued a notification to Vicky. It was mailed on November 6, 2020, but not received by her attorney until November 18, 2020 when he notified Vicky of the decision that her fine appeal response of April 27, 2020 failed to provide a satisfactory rationale for why her "willful failure to comply with her order of removal should not result in a fine." The notification indicated that ICE will issue an invoice for payment of this fine. Vicky was given the option to appeal. On December 7, 2020, Vicky's attorney appealed the appeal decision.

•**The Holiday Season:** Due to COVID-19, there were no parties or feasts to help celebrate the holidays with Vicky and the girls. Instead, congregants and volunteers donated to the [Sanctuary Family Fund](#), which helped Vicky to create a small family-focused holiday. Vicky, her knitting group, Rev. Monica, and many others, made hats for the homeless during the holidays. Over 100 hats were knitted or crocheted and donated!



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- Vicky Represents Sanctuary Leaders in a Church World Service (CWS) Meeting with Josh Dickson, Biden Transition Team:** *January 5, 2021 was an important day for at least 2 reasons: the Georgia Senate runoff election AND on that same day Vicky was one of 2 Sanctuary Leaders from the Colectivo to represent immigrants living in Sanctuary in churches across the country as part of a Sanctuary-focused Church World Service-arranged listening session with Josh Dickson, Coordinator of Faith Engagement on the Biden-Harris Transition Team. Vicky and Rosa shared what all immigrants living in Sanctuary needed the Biden-Harris Administration to do as stated in the [petition](#) that many of us signed in the Fall. Mr. Dickson's role was to ensure that issues of importance to houses of worship had a clear line of communication with the administration. He committed to a follow-up meeting with the Sanctuary Leaders in the weeks after the inauguration focused on their priorities. Written stories of the Colectivo Sanctuary Leaders plus copies of the petition and letters outlining their priorities were sent to Mr. Dickson via email following the meeting. That week, Mr. Dickson held 2 more meetings focused on immigration – one on the morning of January 6, 2021 with representatives from churches active in the immigrant rights movement where Joan Gregory, represented First Unitarian Church and the Colectivo, and Peggy Morton, represented the Austin Sanctuary Network; and one on January 7, 2021 with the Church World Service and the Interfaith Immigration Coalition.*
- Insurrection at the U.S. Capitol in Washington, D.C.** - *On the afternoon of January 6, 2021, armed insurrectionists invaded the U.S. Capitol in Washington, D.C. attempting to overturn the 2020 presidential election by disrupting the joint session of Congress assembled to count electoral votes to certify the election results. The Capitol complex was locked down and lawmakers and staff were evacuated while rioters occupied and vandalized the building for several hours. More than 140 people were injured and five people died.*
- COVID-19 Vaccinations Began:** *Salt Lake County Health Dept. - COVID-19 Vaccine Appointment Scheduling opened up for reservations for those age 70+ at 8:00am on January 13, 2021.*
- Civil Fines Lawsuit Filed:** *On January 19, 2021, four women (including Vicky) who took Sanctuary during the Trump Administration along with Austin Sanctuary Network and Free Migration Project, filed a lawsuit against ICE to challenge retaliatory and excessive civil fines: [Case Summary and Timeline](#), [Press Release](#), [Press Conference](#), [Lawsuit](#). At this point, an investigation had already begun by the First Unitarian Church Sanctuary Steering Committee and the Board of Trustees, regarding the possibility of joining the lawsuit in solidarity with Vicky.*
- Inauguration of President Biden:** *On January 20, 2021, when President Biden was sworn in, Vicky told Bella, we have a new President, Bella responded, [so now we can go to Disneyland?](#)*
- Immigration-Focused Executive Orders Issued:** *On January 20, 2021, the first day of the Biden Presidency, President Biden signed: [Executive Order on the Revision of Civil Immigration Enforcement Policies and Priorities](#) which laid out a humanitarian-based immigration policy and REVOKED Executive Order 13768 of January 25, 2017, which established the harmful immigration policies of the Trump Administration. Also issued on that same day was a [Memorandum](#) prepared by President Biden's newly (1/20/2021) appointed Acting Secretary, Department of*

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Homeland Security, David Pekoske. The Pekoske memo directed the Department of Homeland Security to conduct a review of policies and practices concerning immigration enforcement within the first 100 days, setting interim civil enforcement policies going into effect on February 1, 2021, and implementing an immediate 100-day pause on certain removals to be implemented no later than January 22, 2021.

•**A New Stay of Removal Submitted:** *On January 22, 2021, Vicky's legal team began working on submitting a Stay of Removal (Stay) for Vicky. Vicky's Stay was almost ready to send, when on January 26, 2021, a federal judge in Texas, Judge Drew Tipton, a Trump appointee, [blocked President Biden's 100-day deportation "pause."](#) That block resulted in the need for revision of Vicky's Stay delaying but not stopping it and it was mailed on January 28, 2021.*

•**Vicky begins 4th Year in Sanctuary:** *January 30, 2021 marked the completion of three years in Sanctuary for Vicky. Because of COVID-19, we could not gather. We honored her sacrifice and focused our minds, our hearts and our actions on freedom. We watched and we remembered the [2018 press conference](#) from that night when Vicky and her daughters arrived.*

•**Missing Stay and Appointment of New Secretary of Homeland Security:** *At first, we could not get confirmation of receipt of the Stay of Removal submission, USPS confirmed delivery, but ICE said they did not receive the Stay. On February 2, 2021, Alejandro Mayorkas was sworn in as the new Secretary of the Department of Homeland Security. Once Vicky's Stay was located, it was delivered to the correct ICE officer, who reviewed it and sent it to a supervisor, where it stayed, and stayed and stayed. Vicky maintained active hope.*

•**Updated Guidance and Immigration Bill Unveiled:** *On February 18, 2021, ICE officials issued [updated guidance](#) based on the Pekoske memo but with more details. The 100-day moratorium on deportations was not included, but the rest of the guidance mirrored and elaborated on the Pekoske memo. On that same day, Congressional Democrats [unveiled an immigration bill](#) — based on the [immigration plan that President Biden had proposed on his first day](#) in office. And the good news continued to get better on February 18, 2021, when we learned that at least 3 people living in Sanctuary had heard from their local ICE offices that they could leave Sanctuary. The details of their cases were all different, and the conditions of their leaving were different too, but they may leave their churches without fear of deportation. Vicky's attorneys advised patience. Vicky asked that those of us who pray to keep her in their prayers and that the rest of us keep her in their thoughts and send positive energy out into the universe for positive news.*

•**Board of Trustees Votes to Recommend Joining the Civil Fines Lawsuit:** *On February 19, 2021, the Board of Trustees voted to hold a congregational meeting on March 7th after the Celebration Sunday Service to request congregational approval of the Board's recommendation to join the Civil Fines Lawsuit.*

•**Stay of Removal – Denied** - *On February 22, 2021, Vicky received news that her Stay of Removal was denied. The denial was dated February 12, 2021, but was not received until 10 days later. Vicky's legal team began strategizing next steps.*

SOCIAL JUSTICE COUNCIL CONTINUED

•**Congregation Deliberates and Votes to Join the Civil Fines Lawsuit** – Meanwhile, the Sanctuary Steering Committee and the Board of Trustees had since January been investigating the possibility of joining the Civil Fines Lawsuit in solidarity with Vicky, the other 3 Sanctuary Leaders, the Austin Sanctuary Network and Free Migration Project. A Town Hall for discussion and questions was held on February 28, 2021 and a special Congregational Meeting and vote were held on Celebration Sunday, March 7, 2021. The vote to join the lawsuit was unanimous. The [amended lawsuit](#) was filed on March 24, 2021 and a [press conference](#) was held to announce ([press release](#)) this new development.

•**Castro Letter Action** - On March 30, 2021, we began a 10-day action to hold political leaders accountable to their promises to immigrants in Sanctuary. We reached out to the 30 congressional representatives and senators who signed the [Castro Letter](#) to President Biden and Homeland Security Secretary Mayorkas -- asking them to take URGENT action on the remedial steps (in particular, granting stays of removal and lifting the fines) outlined in that letter, especially in light of the interim ICE Guidance issued in the [February 18, 2021 memo](#)! The action was emailed to the Sanctuary mailing list and shared via Facebook, requesting that people call 3-5 Members of Congress each day out of the list of 30 who signed the Castro Letter. Other Sanctuary Teams across the country were doing the same. And the message was making its way to the top in multiple directions.

•**Press Coverage** – Throughout January, February, March, and April, press coverage of Sanctuary Leaders stories increased as a result of the change in administrations, the release of the interim guidance, stays of removal being granted to others in Sanctuary across the country, and in response to the civil fines lawsuit.

•**Stay of Removal – Approved!** – On April 12, 2021, day 1,168 of her Sanctuary, Vicky received a letter approving her Stay of Removal request. She could not believe her eyes. She asked her attorney if it was a joke, and he told her that he would never joke about something like that!

•**Vicky Leaves Sanctuary** – We spent the next few days planning a press conference, and on April 15, 2021 (Day 1,171), Vicky and Rev. Tom Goldsmith held a [press conference](#) and [rang the church bells](#) (as Vicky had dreamed of since January 30, 2018), and then Vicky [left Sanctuary](#).

•**Opinion Piece Published in the NY Times** – That same morning, April 15, 2021, Rev. Tom Goldsmith's NYT opinion piece was published: [They Sought Refuge in Our Church. ICE Fined Them \\$500,000. The Biden administration must allow these families to live freely without fear.](#)

•**Fine Policy Rescinded** - On April 23, 2021, the Department of Homeland Security [announced](#) that "it was clear to Secretary Mayorkas and Acting ICE Director Tae Johnson that the fines were not effective and had not meaningfully advanced the interests of the agency. ICE intends to work with the Department of Treasury to cancel the existing debts of those who had been fined." We anticipate that the Department of Treasury will follow through and cancel the \$59,126 fine!! [Sanctuary Movement Press Release](#) (April 28, 2021).

•**Celebration when We Can Gather Safely Again** - Although the COVID-19 pandemic keeps us from celebrating in full style right now, we plan to hold a joyous in-person celebration, just as

SOCIAL JUSTICE COUNCIL CONTINUED

soon as we can based on the guidance of church's reopening committee. And oh, what a celebration it will be!

Sanctuary Volunteer Recognition

Vicky took Sanctuary at First Unitarian Church on January 30, 2018. From Day 1 until April 20, 2021, Sanctuary hosts staffed Sanctuary around the clock 24/7/365. Countless additional hours of service were contributed by members of the Sanctuary Steering Committee, the Mentors who trained and mentored new hosts, the OnCall Team, those doing childcare for Bella, grocery pickup, hosts helping Yaretzi with her schoolwork during the COVID-19 pandemic, hosts doing planning/setup/cleanup for events, providing healthcare services, and so much more.

The Sanctuary effort at First Unitarian Church has been led by a dedicated Sanctuary Steering Committee who have worked in coordination with church staff to design, plan, and staff strategies, policies, protocols, services, programs, and more to meet the ever-changing needs of the Vicky Chávez family. Serving on the Sanctuary Steering Committee during 2020-2021 were: Joan Gregory (Director), Katie Swade (Scheduler and Volunteer Coordinator), Kelly Garrett (Training Coordinator), Lisa Hyte (Guest Resource Coordinator), Rev. Monica Dobbins (Assistant Minister), Samantha Overton (Treasurer), Sarang Joshi (Safety, Security and IT Coordinator), Rev. Tom Goldsmith (Senior Minister), and Vicky Chávez (Sanctuary Guest). From developing policies, interfacing with attorneys, investigating strategies, to coordinating scheduling, training, purchasing, finances, fundraising, and more, the Steering Committee's dedication has been grounded in love and commitment to justice. Special recognition and appreciation is due to the those who served on the OnCall Team (Tiffany Young, Team Lead; Frank Steffey, Jessica French, Joan Gregory, Katie Swade, Kelly Garrett, Lisa Hyte, Maggie Laun, Samantha Overton, Sarang Joshi, and Stan Holmes) who adapted to and met challenges ranging from pandemic and social unrest, protests in the street and Vice-Presidential Debates, to power outages, sick kids needing medicine, parking lot checks, and emergency grocery runs. Vicky's Knitting and Crocheting Circle (Maggie Laun, Tracy Walton, Vickie Steffey, Nancy Rasmuson, Jen Haertel, Kaden Colton, Christina Doak, Johanna Whitman, and Merrideth Hammill, and Jen Wilson) became Vicky's close-knit personal support system and Vicky is forever grateful.

Special recognition goes to the lawyers whose support has been critical throughout Vicky's struggle towards permanent resident status: Skyler Anderson, David Bennion, Marti Jones, Pat Shea, and Dr. Alicia Triche. We thank them and honor them for their hard work and wise counsel (past, present, and for some, continuing). Finally, we express our appreciation for the guidance of the organizations that have been our partners and supporters Comunidades Unidas, the Enriching Utah Coalition, the Free Migration Project, and the National Sanctuary Collective/Colectivo Santuario and the grassroots organizations that were our very first connections with Vicky: La Red de Solidaridad, Salt Lake Sanctuary Network, and Unidad Inmigrante. We are forever grateful.

SOCIAL JUSTICE COUNCIL CONTINUED

The Sanctuary Steering Committee wishes to express our deepest appreciation for the service of all the Sanctuary volunteers who have worked tirelessly, passionately, and generously in support of Vicky and her daughters. Vicky, Yaretzi, and Bella send their love and appreciation. Rev. Tom and Rev. Monica thank you for your steadfast commitment. We extend deep gratitude, knowing that we could not do this work without YOU, without ALL OF US. How we support Vicky in meeting her goal of permanent protected residency status will be changing now ... we are on this journey together ... all the way! Our commitment remains steadfast. Love Resists!



SOCIAL MEDIA - LISSA LANDER

Our church has maintained a moderately impactful presence on the Internet for several years. Our website, email newsletter, Facebook and YouTube accounts have all served us well in the past, but when the pandemic shut down our in-person communication with each other, the staff had to get creative in a hurry! We frugally pushed our existing technology to the max, and learned new skills like video editing and graphic design. The addition of our Technical Director, Tristan Moore was a game changer. The services produced this year have elevated our online presence and thrown open virtual church doors, welcoming back old friends and drawing in new ones. Best of all, they have captured Tom Goldsmith's final year in the pulpit at First Unitarian and have elegantly preserved this capstone on his long and storied career.

Services on YouTube (and Later on Facebook)

Our Services have been recorded, edited and posted on YouTube as a labor of love by a team of dedicated volunteers for about ten years. These services garnered anywhere from 20–60 views, with a few topping out over 100. Our newer services average around 200 views, with some topping more than 300 views. With our services going entirely online last March, the most obvious increase in views came from our own congregation watching from home instead of from the pews. However, when you consider that a good portion of those “views” actually represent 2–5 people watching at once, our online reach is even more impressive. These viewers watch more than half of the service on average, which speaks to the quality of our content. The most successful videos on the internet in general are about 3 minutes long total—as opposed to our typical 45 minute run-time. Our service videos that were uploaded directly to Facebook have added another 50–100 views each.

Facebook and Instagram

We use our Facebook page in a variety of ways. Primarily we publish useful information like upcoming services, events, and links. We also link to news stories about the church or our members. Our most popular posts were, obviously, about Vicky's freedom! (#TeamVicky4Ever)

In the last month alone, our posts on Facebook reached over 6,000 people, with about 3,000 of them clicking on them, or engaging in some manner! Facebook has even brought in new people to Zoom Coffee Hour who have never been to the physical building before. That is so exciting!

This year we have also been using Social Media to promote Religious Education for all of our members. Instagram and Facebook posts highlighted images and quotes which were studied by UUs across the country, and also in our own Small Group Ministry and RE classes. Our ongoing UU history project, UUoftheWeek.org has also been a popular topic, with many of our images and YouTube videos being liked and shared by other UU churches near and far.

Our Instagram subscribers have grown nearly four-fold in the past year, and we now reach more than 400 followers. On Facebook we have more than 1,700 followers and 1,600+ likes. Every like on Facebook helps to increase the number of people who see our posts, so go out there and thumbs-up or share all of our posts!

ART FAIR - BILL REED

The 2020-2021 First Unitarian Annual Art Festival was cancelled. The Festival was canceled due to the COVID-19 church closure. We look forward to once again having this fun family event in the future.

AUCTION COMMITTEE REPORT - MICHELE PAGE

We're All in this Together

First Unitarian Church of Salt Lake 2020 Auction



We're All in this Together – An Evening of Community and Celebration

We were all together, via Zoom, on Saturday, October 3, 2020 for our 2020 virtual auction. The evening was attended by approximately 120 members and was a lot of fun. Our evening's emcees, Becky Heal and Dylan Zwick entertained us all with their cunning wit, humor, and overall great emcee skills. Becky even reprised one of her Saliva Sisters characters to begin the evening. Our amazing ministers, Reverend Tom Goldsmith and Reverend Monica Dobbins also shared their words of wisdom for us during this tumultuous and uncertain time.

Lex Scott, founder of Utah Black Lives Matter, was our Fairly Free Thinker Award recipient this year and spoke to us about ways we could get involved to make a real difference in our own state and community. We appreciate her for taking the time to talk to us, and for all the work she has done, and continues to do on this important issue. If you would like to join Black Lives Matter-Utah, go to <https://www.blacklivesmatterutah.com> to sign up for email updates.

The silent auction was held over six days, ending during our Zoom event. The countdown was very fun, with everyone joining in, raising their glasses in celebration. Delicious wine and drinks were enjoyed by all, in the comfort of their own homes.

The auction raised approximately \$29,200 on the silent auction, \$10,250 in sponsorships, and almost \$2000 in night-of-auction donations, **for a grand total exceeding \$41,500.**

The evening was a huge success, and we thank each one of you who participated, donated, purchased something, or just logged on the night of the live event to enjoy the evening.

Thanks to our fabulous auction committee for all their help....it takes a village; Alice Brown, Jan Crane, Becky Heal, Nancy Howard, Cheryl Johnson, Di Johnson, Michele Page, Judy Smith, Adrienne Splinter, and Emily Smith (graphics- from Germany :))

UU MINDFULNESS MEDITATION SANGHA - SHIRLEY RAY

The UU Mindfulness Meditation Sangha meets Sundays, twelve months a year. At 8:45 am we gather to greet each other. At 9:00 am, we begin with a dharma talk, followed by 20 minutes of guided meditation then discussing the topic in 20 minute breakout groups concluding with the full Sangha sharing the group's questions and comments.

Please contact meditation@slcuu.org for the Sunday Zoom link:

Alternate Sundays, are led by Colleen Bliss, Sue Click, Rick & Audrey Langer and Shirley Ray.

We are 20-30 attending with a mailing list of 90.

The guided meditation offers an introduction to sitting meditation and mindfulness practice. We pause for reflection with the intention to understand and cultivate mindfulness, compassion and true wisdom in our lives. We conclude sharing metta/lovingkindness.



UU Mindfulness Meditation Recordings are found at this YouTube Playlist:

<https://www.youtube.com/playlist?list=PL9pZa8Nx7MOaBhSPPfpwvFEpxOFbV6bbV>



Every 3rd Wednesday we meet to discuss “**Buddhism and Psychology**”, a Princeton Course available through Coursera.com, free course - sign up here.

<https://www.coursera.org/learn/science-of-meditation?action=enroll>

The book associated with this course is Why Buddhism is True by Robert Wright.

We will continue to meet on Zoom until the church officially opens.

As more of us receive the vaccine, Sunday meditations are planned for outdoor locations.

We send a weekly email, including, the Sunday Zoom link, and the youtube recordings to more than 60 signatures.

All are welcome; please contact us at meditation@slcuu.org.

MYSTICAL SPIRITUALITY - SUBMITTED BY DEAHNA BROWN

Mystical Spirituality is thriving, with members from as far away as St. George.

The pandemic in some ways has been a blessing. Our hearing-disabled members (myself included) can participate in the conversation actively for the first time. And what a conversation! Adrienne and John lead intelligent, vulnerable discussions about deep topics.

Meeting on Zoom makes attendance easier because driving time is not an issue. We have people who have worked through the pandemic, and been as busy as they were before it; so commuting time being erased made staying engaged with the group much more possible.

Having finished our exploration of Kabbalistic mystical spirituality with *God is a Verb: Kabbalah and the practice of mystical Judaism* by Rabbi David A. Cooper during the winter, we'll next be discussing *The Ecstasy Beyond Knowing: A Manual of Meditation* by Pir Vilayat Inayat Khan for spring. The author guides us in meditative practices that incorporate Sufi, Hindu, Buddhist, and Kabbalistic traditions

ADRIENNE SPLINTER, JOHN SHAVERS, DEAHNA BROWN
MYSTICSPIRITUALITY@SLCUU.ORG

WELCOME TABLE - JAN CRANE - WELCOME COMMITTEE CHAIR

The **Welcome Committee** put together 34 Welcome bags for people who have signed the book and become official members since the last new member celebration in late 2019. These bags included a candle and the chalice lighting words, a Welcome book and Seven Principles bookmark, a name tag, and a candy treat. These were personally delivered and warmly received.

We are keeping and updating a list of new and/or interested folks so we can guide them to activities and orientation and other classes.

Many in our committee continued to reach out to church members, checking on them during the difficult year. We are looking forward to manning the Welcome Table once in-person services resume, where we can meet and greet in person.

SUMMER CAMPOUT - AMANDA FINLAYSON

The 2020 Summer campout was cancelled this past summer as a precaution to COVID-19

WOMEN'S SACRED CIRCLE - SUBMITTED BY ADRIENNE SPLINTER

The Women's Sacred Circle was set up around 10 years ago. This year we met on Zoom, and rediscovered women honoring traditions around the world and throughout time using the *Rise Up and Call Her Name* curriculum.

We were unable to travel to Southern Utah for our retreats, unfortunately. But we have visited on the phone with our hostess, and posted extensively on Facebook throughout the year. There have been new members join us, and they are able to access the Zoom links, and the Facebook posts.

As a further extension of our activities, we were able to post fundraisers on Facebook periodically. This allows for individual engagement in social justice projects around women's issues.

Our meetings in person usually were attended by 20 participants. On Zoom, we average about 13 participants per meeting.

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; Donnie Davis at pdj7@aol.com



FIRST UNITARIAN CHURCH OF SALT LAKE CITY

