

2022 ANNUAL REPORT

First Unitarian Church of Salt Lake City



Annual Report 2021-2022

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**Thanks to those that have shared their photos of our events

“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 22, 2022

1. Call to Order & Quorum
2. New Members
3. Recognizing service of Board of Trustees (Dot)
4. Board Elections
5. Pledge Report
6. Endowment Report
7. 2021-2022 Finances: Audit Report.
8. Update on Alleged Embezzlement.
9. 2022-2023 Budget
10. Transition Update
11. Election of the Search Committee
12. Q&A

DRAFT BUDGET

First Unitarian Church of Salt Lake City

Draft Budget for 2022-2023 Fiscal Year

Revenue		
40100 Pledge Contributions	\$	600,000.00
40150 Plate Contributions	\$	13,000.00
40180 Nonpledge Contributions	\$	29,359.00
Restricted Fund Contributions (a)	\$	80,858.00
Total 40000 Contributions	\$	723,217.00
41200 Auction Sales	\$	80,000.00
41400 Rental Income	\$	29,300.00
41500 Other Income	\$	4,750.00
Total 41000 Revenue	\$	114,050.00
Total Revenue	\$	837,267.00
Expenditures		
50000 Salaries and Wages	\$	398,398.03
50100 Payroll Taxes	\$	30,477.45
50220 Health Insurance	\$	59,626.80
50240 Dental Insurance	\$	13,989.84
50280 Retirement	\$	38,744.79
Professional Expenses/Training (b)	\$	35,208.32
Total 50200 Employee Benefits	\$	576,445.24
Minister Search (c)	\$	7,300.00
Member Training (d)	\$	5,000.00
51000 Bank and Merchant Fees (e)	\$	10,000.00
51500 Communications	\$	3,400.00
52500 Contract Labor (AV, musicians, speakers, etc.)	\$	22,100.00
53500 Equipment Small and Leased	\$	14,216.00
54000 Food and Beverage	\$	12,900.00
54500 Information Technology	\$	6,000.00
Website Accrual (f)	\$	2,000.00
56200 Miscellaneous Expense	\$	9,900.00
56500 Office Expense	\$	8,280.00
UUA Dues (g)	\$	16,000.00
57100 Accounting	\$	24,000.00
57200 Legal	\$	8,000.00
Accrual for Audit (h)	\$	3,000.00
57500 Rent and Facilities	\$	16,500.00
58000 Building Expenses	\$	31,800.00
Capital Reserves & Accruals (i)	\$	8,000.00
58500 Supplies	\$	10,800.00
59000 Travel	\$	19,825.00
59500 Utilities	\$	21,000.00
Total Overhead & Other	\$	260,021.00
Total Expenditures	\$	836,466.24
Net Revenue	\$	800.76

Highlights

The budget was drafted collaboratively by the Finance Committee and the Senior Minister and approved by the Board of Trustees.

Key Themes: Training and Planning.

Training budgets were increased across the board for staff and lay leaders, to develop and maintain skills that can take us to the next level, including shifting from a primarily minister-led organization to being congregation-led.

Planning ahead, expense accruals were added to the budget to save up for significant expenses anticipated in the future, including the website, an audit, organ maintenance, and a capital reserve analysis.

Methodology

1. Reviewed annual average from 3.5 years
2. Gathered inputs from programs and staff (Administrator, Music, RE)
3. Gathered inputs from teams (Social Justice, Building & Grounds)
4. Compensation per the UUA recommendations:
 - 5.3% COLA, Geo Index 2, Mid-size II
 - (<https://www.uua.org/leaderlab/staff-salary>)
5. Benefits per the UUA recommendations:
 - Professional expenses - the greater of \$8000 ministers / \$5000 non-ministers OR 10% of salary
 - (<https://www.uua.org/leaderlab/benefit-recommendations>)

Notes

- (a) Endowment contribution of 4% and \$11,075 for RE trips
- (b) Training – See #5 above. With one less FTE, increasing training to align with UUA recommendations (and what an incoming minister will expect) was feasible.
- (c) Funds estimated for three ministers to visit for four nights and meals with the Search Committee.
- (d) Funds to train volunteer leaders including the Board, Finance Committee, Caring Team, and possibly send a delegate to the UUA General Assembly.
- (e) Payment processor fees – set up your contributions to come from your checking account for lower fees or cover the fee in Breeze!
- (f) Planning for website overall.
- (g) UUA Dues are variable and significantly less than the Recommended amount.
- (h) Planning for periodic audits.
- (i) Planning for organ maintenance and a capital reserve analysis.

FINANCIAL COMMITTEE REPORT - CATHY CHAMBLESS

Overview

Mission

Engage Church Stakeholders in the financial success of First Unitarian Church of Salt Lake City (Church). Support the Church Board of Trustees (Board) to fulfill its responsibilities, as outlined in the Church Governing Policies, in governance excellence, fiduciary stewardship and oversight.

Finance Committee Members

Acting Treasurer: Starlyn Chaston; Congregation Representatives: Cathy Chambless (Interim Chair), Andrea Globokar, Ray Richardson-Sparrow (Secretary); Endowment Committee Representative: Rick Langer; Board Representative: Derek Gersdorf.

Accomplishments

External CPA Firm

- Negotiated contract with Bountiful Peak Advisors (BP) to perform accounts payable, payroll, monthly account reconciliations, and taxes. Contract began February 1, 2022.
- Lowered expenses.

Internal Controls (a few examples)

- Segregation of duties: staff who make purchases do not approve, reconcile, or make reports.
- Approvals required from authorized account signers (two Board members) for expenses submitted to BP for payment.
- Timesheets are required for paycheck issuance.
- Account reconciliations prepared by BP are reviewed by the Finance Committee
- Independent internal reviews of accounts and internal controls are currently in progress (see below).

Transparency

- Reporting is always available. The Board and Finance Committee have direct read-only access to the accounting records in QuickBooks maintained by the CPA.
- Increased communication with the congregation through the *Torch*, town hall meetings (in-person and virtual), video updates, and the [Finance Committee](#) webpage (in progress).
- Simplified list of accounts and budget format, including consolidating restricted accounts.

FINANCIAL COMMITTEE REPORT - CATHY CHAMBLESS

Support for the Board of Trustees and Ministers

- The Finance Committee monitors the budget and submits quarterly reports to the Board.
- Conducted survey on use of Restricted Funds in summer 2021.
- Established Audit Task Force in February 2022 to recommend type and scope of audit(s) needed.
- Refined Committee Charter to establish clear roles and responsibilities.
- Collaborated with the Minister to develop next year's budget.

Challenges

Apparent Embezzlement

- Discovered by the interim bookkeeper in January.
- Reported to SLC police in February.
- Accounting records and bank records submitted to police as evidence.
- In April 2022, the detective indicated the individual is cooperative and the case will soon be submitted to the District Attorney's office.

Next Steps

Independent Internal Reviews are In Progress

- Account reconciliations for the past three fiscal years. Congregation members with QuickBooks experience are reviewing bank records, QB entries, and identifying adjustments to be made, as necessary.
- Internal controls assessment. Congregation members are using an Internal Audit Checklist, recommended by UUA, to review church financial policies and procedures to target areas for further improvement.

Call for Volunteers!

The Church needs more volunteers to become involved in these activities - to maintain our financial health! If you have business management and/or financial experience (or are willing to be trained), we have a task for you. It can be as simple as supporting the Administrator with one-time tasks like filing or counting plate donations on Mondays, or more involved such as serving on the Finance Committees. Please contact Stefanie at administrator@slcuu.org or Starlyn at TreasurerBoT@slcuu.org.

Proposed Budget for 2022-2023 Fiscal Year

VOTE REQUIRED[\[1\]](#) [\[2\]](#)

Yes at the special meeting the Board will recommend that the congregation adopt the presented Budget. It will then go to the congregation for a vote.

First Unitarian Church of Salt Lake City
Statement of Financial Position
As of March 31, 2022

	<u>Total</u>
ASSETS	
Current Assets	
Bank Accounts	
10000 UF Checking 1947 90	45,112.55
10050 UF Savings 1947 01	58,669.01
10100 UF Visa Savings 1947 02	22,103.31
10150 UF Savings 1947 03	8.15
10180 UF MM 1947 20	100,858.92
10200 UF Cap Camp Checking 6066 90	133,671.74
10250 UF Cap Camp Savings 6066 01	3,432.98
10300 UF Endowment Ckg 8157 90	16,075.10
10400 UF Endowment Svg 8157 01	10,010.33
10500 UF Endowment MM 8157 21	28,124.33
10600 PayPal	428.61
10605 Square	0.00
10610 Vanco	450.64
10615 Givelify	9.41
10620 Breeze	249.25
10672 Bill.com Money Out Clearing	0.00
10675 ADP Clearing	0.00
10950 Petty Cash	178.00
Total Bank Accounts	\$ 419,382.33
Accounts Receivable	
12000 Accounts Receivable	87,699.72
Total Accounts Receivable	\$ 87,699.72
Other Current Assets	
12900 Utah Sales Tax Receivable	2,629.48
13000 Prepaids	0.00
14000 Investments	
14050 Morgan Stanley	157,458.31
14100 Vanguard	0.00
14150 Charles Schwab Endowment	1,564,585.39
14950 Cash Value of Life Ins Policies	41,552.34
Total 14000 Investments	\$ 1,763,596.04
16998 Uncategorized Asset	0.00
16999 Undeposited Funds	0.00
Total Other Current Assets	\$ 1,766,225.52
Total Current Assets	\$ 2,273,307.57
Fixed Assets	
1520 Computer/Office Equipment	26,247.17
17000 Furniture and Equipment	12,717.50
17100 Improvements	89,341.14
17900 Accumulated Depreciation	-74,439.27
Total Fixed Assets	\$ 53,866.54
TOTAL ASSETS	\$ 2,327,174.11

FIRST UNITARIAN CHURCH OF SALT LAKE CITY

LIABILITIES AND EQUITY

Liabilities

Current Liabilities

Accounts Payable

20000 Accounts Payable	1,545.01
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Total Accounts Payable	\$ 1,545.01
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Credit Cards

21100 UF Visa 1947	3,402.67
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21200 Home Depot CR 8984	557.58
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Total Credit Cards	\$ 3,960.25
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Other Current Liabilities

22000 Accrued Payroll	0.00
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22050 Accrued Retirement	0.00
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Total Other Current Liabilities	\$ 0.00
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Total Current Liabilities	\$ 5,505.26
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Total Liabilities	\$ 5,505.26
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Equity

30000 Net Assets Without Donor Restrictions	450,778.40
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31000 Net Assets With Donor Restrictions

31100 Capital Campaign Fund	137,104.72
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31200 COA - Boston Fund	18,011.18
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31X00 OWL	5,777.62
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31300 Endowment Investment	1,618,795.15
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31400 Environmental & Social Justice Fund	17,819.60
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31600 Sanctuary Legal Defense Fund	6,642.09
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Total 31000 Net Assets With Donor Restrictions	\$ 1,804,150.36
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Opening Balance Equity	12,683.23
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Net Revenue	54,056.86
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Total Equity	\$ 2,321,668.85
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TOTAL LIABILITIES AND EQUITY	\$ 2,327,174.11
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BOARD NOMINEES/NOMINATING COMMITTEE

STARLYN CHASTON

Starlyn Chaston is a financial services professional with over 20 years of experience in audit, banking, and compliance. She is currently an internal auditor for American Express, focusing on diversity, equity, inclusion (DEI) and human resources. Previously, she was an internal auditor with PayPal focused on regulatory exam management and consumer compliance. Prior to that, she was back at American Express auditing US banking operations and risk management. She brought her experience as a Financial Institutions Examiner for the State of Utah to the audit work. Starlyn has a Bachelors in Finance from the University of Utah and is a Certified Internal Auditor and a Certified Anti-money Laundering Specialist.



Starlyn has found that financial stability is one way to support each other's dignity, whether it be helping someone balance their account as a teller, ensuring financial institutions are healthy and services are fair as a regulator and auditor, or reviewing ways to improve corporate DEI and environmental and social governance.

Starlyn lives in Salt Lake City, Utah with her spouse, two kids, and their dog, Bia. She takes advantage of the mountains by camping in the summer and skiing in the winter. Starlyn enjoys reading and being the steward of a Little Free Library.

JESSICA BRIEFER FRENCH

I recently retired from a career in public health, where I led teams in applied research focused on measuring health care quality. At work I managed projects, people and budgets and developed leadership skills.

I joined First Unitarian Church in 2006, when my family moved to Salt Lake City. This is the only religious institution I have ever participated in. Over the years I have served in many roles, starting with the choir, where I helped lead fundraising efforts and was section leader for a time. I have served as a greeter for in-person services and since the start of the pandemic, Zoom tech host for coffee hour.



BOARD NOMINEES/NOMINATING COMMITTEE

JESSICA BRIEFER FRENCH continued

I chaired the silent auction subcommittee in 2021, and served on the Transition Team, where I participated in the selection of the Interim Minister and the development of the selection process for the Senior Minister Search Committee. This past year I also supported the pledge campaign, making outreach calls to people who had pledged in prior years, and I participated in worship as a Lay Minister. I've participated in several small group ministries and was a sanctuary host during the three years Vicky and her girls lived in the church.

First Unitarian Church has offered me a community that supports me on my growth journey, and I am committed to supporting this church through service and financial contributions, that it may continue and expand its life-affirming mission.

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.

BOARD NOMINEES/NOMINATING COMMITTEE

KELLY DAVIS GARRETT continued

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.

KIM GROB

Kim Grob has been part of First Unitarian Church for over 20 years. During that time she has volunteered in more RE classes than she can count, wrangled youth to serve many a Solstice Dinner, learned a thing or two from an 8th grader as a coming of age mentor, and helped tell stories of our incredible church community for the most recent capital campaign.

Kim is co-founder of Write On, a strategy and storytelling agency, and lives in the Avenues with her husband Kevin. Their children, Miles and Amelia, have been raised by the First Unitarian Church and are now living their best lives, far away from Utah, as busy college students.



RICK LANGER

Rick Langer has been a member of FUS since 2018. He and his wife, Audrey, moved to Salt Lake City (from a lifetime spent in Madison, Wisconsin) to be closer to their children and grandchildren.

Rick is currently serving on the Endowment Committee and Finance Committee and often leads the Sunday Meditation Group.

Rick's background was originally in aerospace engineering. In 1971, Rick entered law school at the University of Wisconsin, graduating in 1974. He entered private law practice and represented many diverse families in their estate planning over the past 45 years.



BOARD NOMINEES/NOMINATING COMMITTEE

RICK LANGER continued

Beyond his wife and family, Rick's primary interests include Buddhism and psychedelic medicines. Rick serves on the Board of Directors of the Usona Institute, Inc., a non-profit organized to conduct research into novel psychedelic substances.

Rick also has an intense interest in landscape and abstract photography.

MELANIE STEINER-SHERWOOD

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



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

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

BOARD NOMINEES/NOMINATING COMMITTEE

DOT VERBRUGGE

I have been a member of first UU since 1998. I have taught RE at every age level, giving me a rich appreciation for what our church can offer each age group and how we can support our church across generations. I've participated in and led Small Group Ministry, which has provided a deeper understanding of our community and produced stronger relationships with individuals in the congregation. I currently also serve as a member of the Endowment Committee, which allows me to participate in planning for our church future and contribute to our financial stability. These roles over the last 20+ years have resulted in a balanced perspective on our UU past, present needs, and future for growth.



I am also a Family Physician who has worked in the Health Insurance industry for almost 20 years, with special interests in Medicare Advantage, Case Management, Wellness, and Team Building. I served on the Salt Lake County Board of Health for 6 years, as chair the final year, and currently serve on the Utah Digital Health Commission.

In my "spare" time, I visit my college-aged kids as often as possible, and enjoy hobbies such as cycling, pottery, reading, baking, and other random activities with friends.

NEW MEMBER LIST

2022	Morrison	Deborah	02/20/22
2022	Jeppson	Mary	02/20/22
2022	Hemphill	Lex	02/20/22
2022	Johnson	Robert	02/20/22
2022	Fonnesbeck	Anna	02/20/22
2022	Kratzer	Ryan	02/20/22
2022	Pitt	Renee	02/20/22
2022	Pitt	Jeremy	02/20/22
2022	Caraway	Amanda	02/20/22
2022	Stagnaro	Karen	05/01/22
2022	Ma	Ruen-chaun	05/01/22
2022	Pistorius	Bentley	05/01/22
2022	Dubiel	Vladimir	05/01/22
2022	Dubiel	Charlotte	05/01/22
2022	Gawron	Lori	05/01/22
2022	Gawron	Andrew	05/01/22
2022	Pettingill Patterson	Melinda	05/01/22
2022	Yapur	Balam	05/01/22
2022	Straughn	Jeremy	05/01/22
2022	Reichel	Sarah	05/08/22
2022	Ponce De Leon	Oswaldo	05/08/22

MEMBERS & FRIENDS WE LOST

John Barnes, Coral Coffey, Keith Johnson, Barbara Kreek, Bill and Ruth Ohlsen, Neal Ostler, Harold Straughn, Fran Wilcox, and Barbara Woody

MINISTERIAL TRANSITION TASK FORCE TEAM - SUE GEARY

The Ministerial Transition Team 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 another productive year in the process of transition which will culminate in the calling of our next Senior Minister. To start where last year's annual report ended, the Transition Team completed a successful search for an Interim Minister and we are all very fortunate that Reverend Ian White Maher accepted the position to serve our congregation for two years to guide our preparation for our next minister.

The focus for the Transition Team this year has been on laying the groundwork for the ministerial search that will begin this summer and continue through most of the next church year. Our major task was the development and implementation of a process by which a Senior Minister Search Committee would be formed. The Transition Team reviewed the ministerial search requirements, process, and timelines defined by the UUA Transitions Office. We also reviewed search committee selection procedures developed by Neighborhood Church of Pasadena to inform the preparation of our final document detailing the search committee selection process. We then followed that process through the following steps:

- Published an article in The Torch to inform members and friends of the nomination process, qualifications for search committee membership, and timeline
- Sent a survey through email to all members and friends asking for nominations for the search committee
- Made announcements and distributed information at Sunday services
- Made follow-up phone calls to members and friends who had not yet completed the nomination survey in an effort to assure that everyone had an opportunity to participate in this important decision

MINISTERIAL TRANSITION TASK FORCE TEAM - SUE GEARY

- Collected the surveys and recorded the names of the 152 individuals who received nominations
- Reviewed the nominations and developed a pool of candidates whom we invited to complete an interview profile form
- Reviewed the interview forms that were returned and submitted a list of finalists to the Board of Trustees who will form the Senior Minister Search Committee for the congregation's ratification at our annual meeting in May.

We have continued to rely on the broad experience and wisdom that Debbie Bieber brings to our work, and we thank her for her leadership and for her preparation of the Torch article to inform and engage our congregation. Thank you to Erin Johnson for transforming our disparate ideas and suggestions into a coherent Senior Minister Search Committee Selection Process document. Thank you to Nancy Moos for her many hours of work in designing a system for the collection of nominations and for our candidate review process. Jessica French has continued to assure our communication with the congregation including our follow-up communication with each of the members who received a nomination for the search committee. We were pleased that Don Walton chose to continue to serve as a valuable member of the team following his tenure as board liaison. We were sorry to say goodbye to Paul Carpenter who resigned from the Transition Team in order to devote his time and many talents to the Finance Committee. The Transition Team will continue through the next church year to keep the congregation informed and to assist the Senior Minister Search Committee as needed.

Submitted by Sue Geary

Task Force Members:

Debbie Bieber, Co-Chair

Sue Geary, Co-Chair

Paul Carpenter

Jessica French

Nancy Moos

Erin Phinney Johnson

Don Walton

Derek Gersdorf, Board Liaison

Melanie Steiner-Sherwood, Board Liaison

SEARCH COMMITTEE NOMINEES/TRANSITION COMMITTEE

SUSAN BARNUM

I'm humbled to be nominated to the Senior Minister Search Committee and welcome the opportunity to give back to our church and all of you. I will work hard on your behalf.

This church has been a haven and home to me since 1991 when my husband and I signed the book; our three children grew up in the church and called it home as well. I've served in many capacities, including the Board of Trustees, the R.E. Council, the Nominating Committee, and volunteered at General Assembly both times it was in Salt Lake. I've taught R.E., chaperoned the JR High Boston trip and two High School Mission Trips, participated in Small Group Ministry, and in took part in celebrations, meetings, classes, fundraisers, church camping trips and of course worship services. Professionally I worked as an attorney for the State of Utah for 31 years and recently retired. I enjoy the outdoors, especially walking and hiking.



TIM CHAMBLESS

Tim Chambless and his wife Cathy have been members of First Church since 1980. Over the years, he observed closely the ministerial roles of Rev. Dick Henry and Rev. Tom Goldsmith.

He has served the church as as a member of the Board three terms, and chair of the pledge drive, ministerial relations, welcoming and history committees. He has been a member of the Worship Arts Committee, participated in plays, briefly) taught Religious Education and the OWL classes.



Tim coordinated the Summer Forum speaker series for over 20 years — handling a diversity of speakers, and attracting a new members to the church. And when needed, he delivered guest sermons.

He and Cathy stayed overnight at the church many Thursday nights when Vicky Chávez and her daughters was residing in the church.

Their son Ross and daughter Dominique were raised in First Church.

SEARCH COMMITTEE NOMINEES/TRANSITION COMMITTEE

HEATHER DRENCKHAHN

Heather has attended First UU for the past 7 years. Many of you may know her as the former leader of the Young Adults group, and she's been actively involved in a number of other areas of the church.

She returned to her roots in Utah 13 years ago after several years spent in MN and CA, and graduated from the University of Utah. She's been a successful Realtor for the past 7 years, and recently opened a new branch of her company as Branch Broker.

She loves new experiences, and enjoys traveling, eating new foods, going to concerts, and spending time with good people.



PHILIP MOOS

Philip Moos was raised Catholic as the son of immigrant parents. He became interested in science, and maybe with that, began questioning that belief system.

After graduate school, with the anticipated arrival of offspring, Philip and Nancy began “church shopping” to find a community within which to raise their kids and it was suggested People’s Church, the local Unitarian Church, might be a good fit. Since we both came from a Catholic background, visiting the Unitarian Church was an eye-opening experience. Interestingly, People’s had an “interim” minister when we arrived and it was a great introduction to Unitarian Universalism.

Therefore, when we moved to Salt Lake, we sought out a Unitarian community and found First Church a good fit for us and our new family. Philip became involved in the RE program very soon after arrival, and with Nancy, taught RE classes for about ten years. Philip also became trained as an OWL instructor and has facilitated these important sexuality education courses on-and-off for the last ten years. Philip had contributed to First Church leadership by serving on the Board of Trustees for four years, and Nominating Committee for four years. He also has contributed to ushering and the Welcome Table.



SEARCH COMMITTEE NOMINEES/TRANSITION COMMITTEE

LINDA SMITH

I am a recently retired professor from the U of Utah. I taught law and oversaw the College of Law's internship program for over 36 years.

In retirement I continue to do legal volunteering, particularly in family law, and enjoy writing fiction and poetry.

I am married to Lee Shuster (long-time AV guru at the church) and am a mom and grandma. At First Church I've taught in RE, headed up a committee to do Summer Forum, served meals at VOA shelter, hosted online coffee hour, and most recently am getting involved with the Social Justice team.



CAROLE STRAUGHN

Carole has taken an active part in some two dozen churches or religious communities over her eighty-year lifespan. Born in Oklahoma, the eldest child of a petroleum engineer and a devout homemaker, Carole could be found climbing trees, reading, painting, or singing the alto line in a cappella congregational hymns. Nature, art, music, and the power of story still shape her worldview, even as literalism turns to metaphor. As a teenager, five months with a host family in Milan, Italy, showed her the absolute truth of cultural relativity. At a small Christian College in west Texas, she studied English and visual arts, plus five required courses in Religion. She married Harold Straughn in 1962 and followed him to Cambridge, MA, where he earned an M.Div. at Harvard Divinity School and she an M.A.T. in Fine Arts from Harvard Graduate School of Education. In 1969 Carole, Harold, and their two toddlers moved to Tuebingen, West Germany, where Harold studied the Radical Reformation and Carole managed their household on the German economy and collaborated with Harold on an adult Bible study that sold 15,000 copies in the U.S. When the family returned to Texas in 1972, Carole practiced fiber arts and painting and taught art in her home, in museums, and in adult extended learning programs. In New York from 1982 to 1992, while Harold held various writing jobs and pastored a small church, Carole took a year towards a doctorate in



SEARCH COMMITTEE NOMINEES/TRANSITION COMMITTEE

Carole Straughn continued:

developmental psychology at SUNY-Stony Brook and directed a child care center for seven years. After training at Barnes Hospital in St. Louis, Carole practiced Cytotechnology for twelve years in Oklahoma City. During this period, she cared for her father and mother in hospice.

When she retired in 2009, she and Harold moved to Sugar House in Salt Lake to be near their daughter and her family. The couple immediately became active members of the First Unitarian Church. After Harold died in July 2021, Carole joined the Lay Ministry at First Church. Carole's son Jeremy has joined SLCUU from Ann Arbor, MI.

MARLIN TAYLOR

Marlin has been attending First Church since 2012, and has served in several capacities over the years, including a previous search committee.

With a background in early childhood education, and a school aged child at home, Marlin feels most connected to the church community through RE and family programming.



MINISTER'S ANNUAL REPORT - REV. IAN WHITE MAHER

My particular vision for Interim Ministry is guided by the question “Who are you now that Tom is no longer the minister?” Congregations in transition, especially ones that have had a minister for many years (or even decades), often look to hold onto what is familiar because change can feel uncomfortable, even scary. Add major disruptions, like COVID, and the desire for what is familiar becomes even stronger. But I encourage you to lean in and risk trying new things because it is important to figure out what it is you really want. This will inform the search committee as they discern who might make a great next minister. But it should also inform you as a congregation to discern what kind of culture you hope will guide the community.

Now is the time to try new ideas, fail, try more new ideas, play, debate, and have fun. Just because things have been a certain way for 30 years doesn't mean they always have to be that way. Conserving some aspects of how the church is run (most aspects, honestly) is important. But what needs to be conserved isn't always obvious at first glance. For the first time in a long time, you get to ask “Who are we?” And this is not a question to be answered casually.

The subtext of the sermons this year was guided by this question. Next year we will be guided by the question “What is our purpose?”

My primary focus has been to lift up the idea of shifting the culture to a more collaborative vision of ministry. For a long time, you have had a large staff with a strong executive, which allowed for a very professional vision of church management. But it also had the effect of muting volunteerism and a sense of ownership within the church. Some of this may have been due to the intense levels of volunteerism needed to keep the Vicky and the Sanctuary program running, but I suspect that the staffing structure was also quite impactful.

We began to shift away from the staff and Senior Minister being responsible for everything and democratizing what it means to have authority, but I think you will see the fruits of this process even more in the coming year. The more control you have in the running of the church, the more possibilities exist for extending your vision both into the congregation and out into the community. This shift is less about performance and more about engagement.

A few examples of this collaborative culture include:

- Building the budget with the Finance Committee: We actually created two budgets together this year. I think this is still a new process for the Finance Committee and it is a little unclear how much authority the Committee has when creating the budget, but I think with more time (and if we start earlier in the year) there will be a rich and

MINISTER'S ANNUAL REPORT CONTINUED

rewarding conversation about what you can actually afford and what you really need (or want to pay for).

- The staff began to receive monthly evaluations: The last evaluations in the personnel files for many positions were written in 2011. This just isn't appropriate for an organization of your size. Evaluations aren't criticism, they are an investment in your staff. There was a culture of siloed departments. Evaluations and a new staff meeting structure are moving the professional staff toward a common vision of "ministry as transformation." Additionally, we added more professional development expenses to the staff budget (with half of the staff receiving these resources for the very first time) to encourage increased investment in training and leadership development.

Professional expenses are not just a benefit for the staff, they benefit you. When the staff has the money to pay dues to professional organizations, attend conferences, and take classes you benefit from this learning in the form of better worship and administration. It is not a benefit that staff should take or leave, you should actually insist that they spend the money because you are investing in your organization this way. The new budget looks significantly different than what you've done in previous years, but the money previously set aside was, frankly, anemic. A staff that is invested in learning is an excited and engaged staff that will bring you high-quality church.

- The Lay Ministry: There is a lot that can be said about the Lay Ministry, but mostly this is my way of helping the congregation at large think more deeply about the process of spiritual formation and development. Because I only have so much time, I try to focus my efforts in a way that trains members to inspire their peers. Peer-to-peer conversations are way more impactful than minister-to-congregant conversations. When members listen to their peers speak with eloquence and insight into their own spiritual journeys it is inspiring in a way that a minister just can't recreate.

In conclusion, it should also be mentioned that we discovered an embezzler this year. This news would have rocked most congregations to their core, but you have really used this bad news to take stock in how it happened and what can be different in the future. We were already making a lot of changes in how the finances were recorded and presented (some of which helped us find this problem), but this pushed us to make some long-overdue decisions, including hiring an outside accounting firm that not only provides us with good financial oversight but also saves you a lot of money.

ASSISTANT MINISTER'S REPORT - REV. MONICA DOBBINS

It's hard to believe I've served this congregation for five years now: every moment has been a privilege, and I'm so grateful for the opportunity. This year has been a whirlwind of change, with several themes emerging:

- transparency: learning how the church works, and holding one another accountable for a new standard of excellence
- ownership: empowering lay people to do the work of church
- spirituality: defining it for ourselves and embracing it as the unique work for which churches are equipped
- community: listening to each other and taking care of one another

I look forward to working with Rev. Ian and the rest of the staff next year to continue to develop these themes and discern together what else is possible for our church community.

I'm especially proud of the work we've done to develop our teams, presenting laypeople with more opportunities to do the work of church together. I'm also really proud of the work our small group facilitators have done this year, guiding their groups into uncharted territory and developing their own skills as leaders. The result has, in many cases, been more depth, more vulnerability, and more closeness within the groups.

It hasn't always been easy, but the good work of building community rarely is. It takes courage for us to work together, have difficult conversations, and open up about our hopes and fears. But the investment is immensely valuable, and will pay dividends for years to come.

So much of a minister's work happens behind the scenes of church life; much more happens away from the pulpit. So this report feels like a good opportunity to share with you some of the work I've done this year that might not be apparent on Sunday mornings.

Pursuing professional development ensures that I continue to grow professionally and deliver the highest standards of care as a minister, and it helps you, as a congregation, hold me accountable for my work. This year, in the pursuit of better ministry, I attended the UUMA Institute for Excellence in Ministry in San Diego, choosing to attend a seminar on leading rituals of grief for climate change led by Dr. Carlos Carvalhaes of Union

ASSISTANT MINISTER'S REPORT CONTINUED

Seminary. I also participated in a year-long seminar on Bowen Family Systems theory led by my colleague Rev. Jake Morrill and in collaboration with a cohort of UU minister colleagues. Finally, I participated in a six-week class on the work of the Rev. Dr. Howard Thurman, an African-American minister and mystic who has been called the soul of the Civil Rights Movement, and a weekend workshop on Christian scripture, deep time/geological time, and climate change.

This year, in my first year in full fellowship with the UUA, I had the privilege of supervising an aspirant for ministry, Danielle Garrett, who is a seminarian at Vanderbilt University.

I had several opportunities this year for public engagement, the most prominent of which was to participate on the selection committee for the new police review board of the City of South Salt Lake. Together with other city and civil rights leaders, we read applications and interviewed candidates, and recommended a slate of nominees to the city council.

I had the honor to represent the congregation on several public occasions: at the presentation of the Gandhi Alliance's annual award, to our Sanctuary leaders and team, at a Martin Luther King day prayer vigil, and at Planned Parenthood's abortion rights rally just a couple of weeks ago. I also published an article in the spring edition of the Universalist Herald.

This year I conducted five weddings and eight memorial services as life gradually opened up again after the COVID shutdowns, including my first double memorial service.

All this and more, the ministry of a single year. Your dedication to this church, and your kindness and support of your staff and each other, have made it all possible. Thank you for another wonderful year

RELIGIOUS EDUCATION REPORT - AMANDA ESKO

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 things worked, some things didn't, but a lot of learning happened in Religious Education this year!

We have had several opportunities for families to engage in our community in different ways. Below you'll find a brief outline of some of our options that have happened throughout the year.

Groups

Going into the year, we knew that the face of our Religious Education program would have changed since the beginning of the pandemic. Knowing that we didn't know what we didn't know, we started small, splitting our children and youth into 4 groups.

- Lower School(4Pre-K- 6th grade)
- 7th-8th Grade
- Year-Long OWL
- High School Youth Group

OWL

This has been the year of OWL at First Church! With the disruption of the pandemic, we had several groups that needed to re-start, make up, and continue with the OWL program. None of this would have been possible without the support of our amazing group of OWL teachers. They are Calvin Black, Carrie Black, Heather Drenckhahn, Diane Johnson, Lissa Lander, Mary Elizabeth Mitchell, Nancy Moos, Phil Moos, Kristen Quinn, and Matt Wilson. Together they taught a record number of 4 different OWL classes: 1st/2nd, 5th/6th, 7th/8th, and a year-long middle/high school class. In total, 44 children, youth, and families participated in OWL this year!

RE Weekly

This year we continued to communicate with families through our RE Weekly newsletter website. Each week, current information on Religious Education and church events has been published in order to maintain consistent communication. To view the site visit: <https://sites.google.com/view/re-newsletter/home>.

YouTube

Recognizing that families would still be interacting with First Church in multi-platform ways, the Religious Education staff continued to update RE-Imagining Chapel, UU of

RELIGIOUS EDUCATION REPORT CONTINUED

the Week, and Stories with Amanda. You can view the videos on the church's YouTube Page, <https://m.youtube.com/c/FirstUUSLC/videos>

Full Week Faith Plans

The spiritual life of a family does not just happen on Sundays. This year we have continued to produce 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/programs/item/1329-full-week-faith-plans>

Events and Special Worship Services

As always, RE brings the party! With the help of our RE Team, we held community events throughout the year. They included:

- Outdoor Movie Nights
- Trunk or Treat
- Drum Utah
- Mystery Friends Program
- Pronoun Pin Sunday
- RE End of Year Carnival

None of this would be possible without our RE Team! On our team this year was: Charlotte Dubiel, Anna Fonnesbeck, Kris Lander, Melinda Pettingill-Patterson, and Samantha Wood. As always, our RE Assistant Lissa Lander was instrumental in the success of our events!

Social Justice

Social justice work in the larger community and an anchor point for the community life at First Church. This year, Religious Education partnered once again with Nuzzles & Co, a local animal rescue center. For 4 months, students in Lower School learned about Nuzzles & Co's mission, created blankets for the animals, and advertised and held a food and supply drive. Throughout our time, we explicitly taught and articulated the 3 avenues for social justice: research, advocacy, and action. Our work culminated with a special Sunday, where we were visited by Hershey and Tadashi, two labrador mix puppies rescued from the Navajo reservation in Southern Utah.

RELIGIOUS EDUCATION REPORT CONTINUED

To the families of First Church, thank you for being here. Thank you for your presence, joy, and wisdom. I can't wait to see how we grow and change in the future together. A special thanks also goes out to the staff and ministers of our beloved church, who continue to support children, youth, and families in our congregation.

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

As we come to the close of the 2021-2022 Church Year, the Music Department has both "little New News" AND some exciting "New News"!

The fall and early winter of 2021 looked a lot like the previous two years. Much program activity was essentially suspended under the continued shut down of Covid-19. And of course, no choral programming at all.

We did however continue Virtual Service production with what few music participants we could employ. Limited numbers attending (no more than four), Mask mandates (problematic for many musicians), hymnody incorporation (no congregation), and technology challenges all contributed to initiating some very challenging "out-of-the-box" thinking. To that end however, we did incorporate some creative solutions:

- Cantoring - in lieu of congregational hymn singing, and a judicious use of in-house musicians to present special music ally seemed to resinate with our virtual congregation. Though limited, the dedicated participation of a few carried us through those trying times.

Tristan Moore was invaluable to this effort in coaching us into a more technical savvy position of music making. As well, we became more versed in understanding the possibilities of future music making, and video production here at the church - in person, and to a wider on-line audience.

One of the very notable accomplishments was our late autumn Music Video of "[Modern Unitarian](#)". Not only was it fun, and utilized some of our more notable "characters" here at First Church,...It garnered a staggering number of YouTube views nationwide.

The formation and instigation of The First Church Bell Choir allowed a much needed resort for many musicians at the church to finally start "making" music again. Its formation, as well as an expanded allowance to re-congregate (limitedly) just as we went into the holidays allowed the perfect vehicle to enhance our holiday services. The learning curve was steep, but thanks to all who participated in this launch. Nearly all of their repertoire was composed specifically for them in order to greatest show their newly won abilities. And to good marks!

And we're happy to report that it looks like it will be a sustaining "choir" in our church. As of this report date, it still is an active and rewarding music group here at First Church.

MUSIC DEPARTMENT REPORT CONTINUED

As Covid restrictions (masks, groups, etc) have relaxed some - after the first of the year, and the church has slowly re-opened, we have enjoyed expanded opportunity to "re-blossom" as an active Music Depart.

To the many small ensembles who formulated, rehearsed in difficult circumstances, and produced worthy music to our Music Ministry here at First Church this last year; Thank You! Your contribution is priceless.

While, at this date, there is still a choral singing prohibition, and ostensibly no congregational singing, these boundaries are becoming more fluid and we have started to employ larger ensembles into our "live" services. This liberty feels absolutely exhilarating and its notable addition to worship services is palpable.

Several smaller and more diverse ensembles from within the community as well as the invitation to professional musicians outside has brought, once again, the much needed gift of live music to our worship services.

Plans for the re-ignition of choral groups, guest musicians and new ensemble inclusion are well underway for next church year. Much of this is being facilitated by our MusicNow! team. A newly formed group designed and chosen to provide a diverse and multi-faceted vision of the future of the Music Department here at First Church. Their participation is proving invaluable.

As the music program has started rolling again, the position of Assistant to the Director has been re-instituted and we welcome Holly Stuart back to that post. (contracted Staff Member) Her musical and institutional knowledge of the Music Department is worth it's weight in gold.

We look forward to the re-convening of our Choral/Bell groups (Chancel Choir, Bell Choir, and The Junior Singers) when we meet again the end of August. As well, the exciting inclusion of smaller ensembles both from within the church, and the larger community.

Personnel of the MUSIC DEPARTMENT

David Owens-Lupu; Director

Holly Stuart; Assistant to the Director

Chancel Choir; Joint Presidencies (up-coming) Alison Christiansen and Andy Walker

MUSIC DEPARTMENT REPORT CONTINUED

MusicNow! members; Jessica Briefer-French, Rebecca Heal, Nikki Blackburn-Fuller, Heather Stuart-Dorrell, Holly Stuart, Marti Major

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



AUDIO VISUAL - TRISTAN MOORE

Throughout the COVID-19 pandemic, First Unitarian Church has often turned to audiovisual technologies for ways to help keep its community connections alive, especially when gathering in groups hasn't been possible. It has been my privilege to help those and other AV projects at the church run as smoothly and professionally as possible.

The church's Sunday services have evolved through several different audiovisual formats during the pandemic. For much of the 2020-2021 season, they took the form of prerecorded video services shared on YouTube, stitched together from separately recorded segments. By the time the fall 2021 season began, we had moved to Zoom services, live-streamed every Sunday morning from the sanctuary to a congregation of often pajama-clad listeners at home.

In September 2021, our Sunday services moved for a while to an outdoor hybrid format, hosted on the Tom Goldsmith Plaza in front of the church, with some folks attending in person while others continued to watch from home via Zoom. The outdoor setting required cobbling together a portable A/V system that could be set up on the plaza every Sunday. The church's WiFi range was temporarily extended to cover the plaza. The sanctuary's video camera was brought outside and supplemented by tripod-mounted iPads to provide multiple camera angles for those watching from home. An upright piano was rolled onto the plaza for David to play, and a portable sound system was deployed to amplify the service's audio for audiences stretching from the plaza all the way around the south side of the building. I was eventually able to get the sanctuary's hearing-assistance FM transmitter hooked up and working outside. As always, videos were recorded of each service, and the best service of each day was selected for post-production processing and posting on YouTube. The outdoor AV system was quite labor-intensive to set up, giving me a whole new appreciation for the elegant functionality of the indoor systems that Lee Shuster's AV team had built up over many years.

In late October, Sunday services returned indoors, maintaining the hybrid format (in-person but simultaneously available for remote viewing on Zoom). By this point, audiovisual responsibilities on Sundays had expanded to simultaneously running video and mixing sound for the CCTV video feed in Eliot Hall, the Zoom livestream, and the video recording for YouTube, as well as sound reinforcement within the sanctuary — often quite a juggling act. Don Walton and Joe Herring generously stepped forward to help keep the show running when I was unavailable in February and March.

Coffee Hour has continued on Zoom after every Sunday's worship services, hosted by a rotating team of volunteers, as an easy way for congregants to socialize online after the 11:00 service. Even now that the option has returned to attend worship and Coffee Hour in person at the church, a good number of people still prefer to attend services and Coffee Hour on

AUDIO VISUAL CONTINUED

Zoom for a variety of reasons. An average of 66 people per Sunday have attended worship via Zoom during the 2021-2022 season.

Some AV projects that were designed to help us stay connected with each other during COVID have also, as a happy side effect, ended up connecting us to new friends and larger audiences. Our live-streamed services on Zoom and the visitor-friendly Zoom Coffee Hour have given outsiders from the local area, as well as a curious few from much greater distances, an easy way to scope out our church and see what our brand of Unitarian Universalism looks like.

And the irreverently humorous music video "Modern Unitarian," directed by Becky Heal as entertainment for the November 2021 church auction, ended up going viral online immediately after the auction. Its light-hearted depiction of our church, with hilarious lyrics by Todd Seymour sung by 18 members to the tune of "I Am the Very Model of a Modern Major-General," has now been enjoyed by 50,000 viewers in the six months since it was posted on our YouTube channel. The polish of that video would not have been possible without the AV production techniques we'd developed working on David Owens-Lupu's "virtual choir" video projects in the spring of 2021 — designed to allow the choir to continue producing beautiful music while the pandemic prevented them from meeting as a group.

As the end of the 2021-2022 season approaches, I'm looking forward to working with Mark Rothacher and the rest of the Summer Forum team on the 2022 Forum series. This summer's Forum programs will maintain the more complex hybrid format of recent Sunday services — open to in-person attendance at the church while simultaneously accessible to remote viewers on Zoom — following the last two summers of Zoom-only Summer Forums.

Finally, an enormous and heartfelt thank-you is owed to Lee Shuster for his development and conscientious documentation of many of the AV systems that continue to serve the church so well today, and for his continued invaluable guidance and technical advice since his retirement from AV responsibilities here two years ago. The many years of work that Lee and his team have spent building this church's flexible AV systems are still paying dividends, and undoubtedly will for years to come.

SOCIAL MEDIA - LISSA LANDER

Our number of followers on both Instagram and Facebook continued to grow this year.

Our new interim minister, Rev. Ian White Maher has a multitude of fresh ideas for using our social media channels more effectively. He suggested that we use video clips on Instagram and Facebook to both spread our message, and attract new members. The videos have been quite successful!

Our views and interactions have been increasing all year, and each Sunday we have had new visitors! You can help us reach more people on Social Media by liking, sharing and commenting on our posts.

Please also tag the church on Facebook and Instagram when you are here, and let people know that we are a vibrant, active congregation once again. We want even more people to know we're here, and to hear our message!

WELCOME TABLE - JAN CRANE

The Welcome Committee created new book marks. One style has the 8 UU Principles on one side and the 6 Sources on the other. The other style has a rainbow "We stand on the side of LOVE" insignia. At the new member 'Book Signing' Sunday Service we delivered our "New Member" bags.

Since we have been meeting in-person we continue to welcome new arrivals, and have implemented a procedure for keeping and updating a list so we can guide them to church activities and orientation classes. In addition, we will start making phone calls or emails as follow up. Soon, we'll be able to direct them to other members to chat with during coffee hour.

Many in our committee continued to reach out to church members, checking on them during the difficult year.

BOARD PRESIDENT'S REPORT - SARANG JOSHI

Let me start by thanking the congregation for supporting the Board and Ministerial team during this time of transition. We have introduced a new approach to the ministry, a new system for working together-our Teams night, and have learned that we can use the expertise of our congregation to face unprecedented challenges. People have stepped up, spoken up and reached out. It is gratifying to see so many members involved in the life of the church.

When I consented to be the Board President last year, I knew we would be doing the work of transition. We were going to have an interim minister who would bring in new ideas and would be open to input. In fact, the role of the interim minister is explicitly to prepare the church for the next called Minister. My experience on the Board the year before had already convinced me that we needed some structural changes. I would like to take this opportunity to review some of the accomplishments of this Board.

I believe that the Board is an elected fiduciary agent of the congregation and has the utmost responsibility to be transparent and accountable to the congregation. I firmly believe in the Washington Post slogan "Democracy dies in Darkness". My first action last year as secretary of the Board was to start publishing approved minutes of the Board every month on our website. Our next step will entail an executive summary by the Board Secretary following each board meeting. This summary will be included in the Torch every month. We will also continue to post the links to the full minutes. For this year, Kristen and I have prepared an executive summary of each month's board meeting and included it as an appendix to this report.

Perusing the Board meetings of the past year, I feel proud of the tremendous number of accomplishments of the current Board: welcoming a new Minister, updating the bylaws, instituting a treasurer, and outsourcing financial accounting among other tasks. There remains a significant amount of unfinished business. The ongoing goals include adopting the updated Governing Policies and the financial policies including restricted and designated funds policies. We still need to follow through in constituting a Personnel Committee. Our existing Bylaws and Governing policies made it impossible for the Board to act on our concerns regarding Margaret's performance. We did alert Ian to our concerns in our earliest meeting with him and these concerns informed his decision to let her go after following the appropriate disciplinary process. The current governing policies makes it very clear that "4.2.1 The Board will not give instructions to persons who report directly or indirectly to the Senior Minister, 4.2.2 The Board will not evaluate, either formally or informally, any staff other than the Senior Minister." This made it impossible for the Board or the Finance Committee to carry out any oversight regarding fiscal responsibility. Furthermore, we have not had an external Audit since 2009 although our governing policies explicitly call for one. We are still not sure about the full extent of the embezzlement as

BOARD PRESIDENT'S REPORT CONTINUED

we have not yet conducted a thorough forensic investigation. We are in the process of completing an internal review of financials led by the Finance Committee. Many thanks to Starlyn S. Chaston, Paul Carpenter and Jim Turner for taking on this task. This will give the Board the information it needs to make an informed decision regarding a future external audit. In preparation of an external audit, we have budgeted \$3,000.00 per year.

The current governing model for our church is Policy Governance. In June last year, I convened a Governing Documents Task Force to review the Church's governing policies, and quickly, a number of fundamental problems became evident that make policy governance difficult for churches. In policy governance the key role of the Board is to create, maintain and make sure everybody follows the policies. Policy Governance requires a highly trained and skilled Board of Trustees to craft appropriate policies and develop necessary tools to monitor and enforce policies. When Policy Governance somehow detaches CEO from accountability for effective operational management from board review, trust in both the board and the CEO is compromised. This means that the board would need to strictly monitor the minister's compliance with policies. Since our Senior Minister is also our spiritual leader and not accountable to the Board but the congregation at large, the Board has very few tools to monitor or enforce policies.

Our biggest task currently is to envision who our next minister will be. We as a congregation need to reflect on who we are and where we want to go together with the next minister. The Transition Committee has taken great care and effort to develop a search committee that reflects our congregation. My deepest appreciation to the members of the search committee for taking on this important task.

In closing, I would like to thank Ian and Monica for really supporting the Board during this time of transition. Ian as the Senior Minister has been very collaborative and inclusive with the Board. I would like to take this opportunity to thank Stefanie Park and Starlyn S. Chaston for their tremendous service to the Church. Starlyn has worked incredibly hard and diligently to discover the fraud and transition us from in-house accounting to the external CPA firm, Bountiful Peak. I would really like to commend Stefanie Park for stepping up to her new and expanded role as church administrator. Finally I would also like to thank the current Board members: Vice President Kelly Davis Garrett, Secretary Kristen Quinn, Dot Verbrugge, Derek Gersdorf, Melanie Steiner-Sherwood and Matt Wilson.

Yours Respectfully,

RETROSPECTIVE FINANCIAL INVESTIGATION & RESPONSE (REFIRE) TASK FORCE - KELLY DAVIS GARRETT

Appointed by the Board of Trustees. Members: Rick Langer, Starlyn Chaston, Don Walton, Kelly Garrett (liaison to the Board of Trustees), Rev. Ian Maher

Aims & Goals (with champions' names listed afterward):

1. Look at historical transactions. (Starlyn)
2. Retain an attorney for the church to review the situation and recommend a course of action. (Rick)
3. Be a point of contact for the police investigation. (Rick & Starlyn)
4. Formulate and execute a communication strategy to the congregation. (Rev. Ian & Don)
5. Restrict scope of the Task Force to looking back on historical transactions. (Starlyn)

Progress on Goals

1. Task force meetings were held on: January 17, 21, 31, February 21, March 17.
2. Attorney retained, who assisted Starlyn in assembling a packet that was submitted to the Salt Lake Police Department for criminal charges, as well as a civil suit.
3. Video message from Rev Ian and BoT President Sarang Joshi created and disseminated.
4. Town Hall style meeting of church community conducted. Questions, opinions and feelings were expressed there, and during a few coffee hours (via zoom).
5. After discussion, ReFIRE task force requested that the BoT task the Finance Committee with proposing options for proceeding with the historical audit. BoT assigned this to the Finance Committee.
6. A detective from the SLPD spoke with Margaret K. Bean, who is cooperating with the criminal investigation.
7. Our attorney has begun the process to serve Margaret K. Bean with the civil suit.

Plans for 2022-2023

As long as the criminal and civil cases are open, the Task Force will work with our attorney and church staff, and communicate progress to the BoT, congregation and stakeholders. Members of the Task Force support filing an insurance claim (up to \$10,000) for the losses, though pursuing this is outside the scope of the Task Force.

Respectfully submitted,

Kelly Davis Garrett, Vice-President, Board of Trustees

ENDOWMENT FUND COMMITTEE REPORT-BILL ASHWORTH

Purpose & Philosophy:

The purpose of the endowment committee is to manage the endowment fund and to serve as a resource to church members interested in legacy and other planned giving. Our aim is to manage the fund to help support our church mission in the present and the future utilizing an investment strategy that reflects our UU values.

Membership:

Committee members during the 2021-2022 church year have been:

Dot Verbrugge
Rick Langer
Mark Molen
Lex Hemphill, Secretary
Bill Ashworth, Chair

Current Fund Balance:

Our endowment fund balance as of 03/31/2022 was \$1,577,078. This represents an increase of 0.96% since the end of the last fiscal year (06/30/2021), and a decrease (-5.39%) for the calendar year to date. Year over year fund totals are reflected in the spreadsheet and graph below.

The endowment fund main account is held at Charles Schwab and managed by Albion Financial, with input from the committee. For liquidity, a smaller portion is held at UFirst Credit Union (formerly University Credit Union).

Distributions:

Based on the March 31 total fund balance each year, the endowment committee determines what, if any, distribution to church operations seems reasonable consistent with our philosophy and prudent stewardship. The committee elected a 4% distribution for the current church year, and has elected the same for the coming church year:

'21-'22 Church Year: \$58,659 '22-'23 Church Year: \$63,083

ENDOWMENT FUND CONTINUED-BILL ASHWORTH

Donations:

The endowment committee has been informed of donations to the endowment fund during the current church year by the following individuals:

Bill & Ruth Ohlsen

Bill & Christine Ashworth (in honor of Harold Straughn & Bill Ohlsen)

Brian Ostler (in honor of his brother, Neal Ostler)

Carol Blackwell & Rob Mayer (in honor of Henry Whiteside and Karol Kumpfer) Cathryn Clark (in honor of her mother, Patricia Clark)

Christopher Wilcox (in honor of his mother, Fran Wilcox)

Cosette Joesten (in honor of Barbara Kreek and Keith Johnson)

Jim Colley (in honor of Harold Straughn)

Lex Hemphill & Nancy Melich (in honor of Bill Ohlsen)

Endowment Committee First Unitarian Church of Salt Lake City 2022 Annual Report

Emerson Society:

The Emerson Society of First Unitarian Church represents those individuals who have notified the endowment committee that they have included First Unitarian Church in their estate plans.

We honor these members who have so generously made plans to match their lifetime legacy to their highest values:

Ron & Janet Anderson
Christine & William Ashworth
Tim & Cathy Chambless
Dolores Chase & Richard Haake
Alan Coombs
Beverly Cooper
Harold & Sonja Decker
Ed & Teresa Dieringer
Sue Geary & Michele Page
Andrea Globokar
Tom Goldsmith & Mary Tull
Sandi Greene
Doug Greene
Rebecca Heal

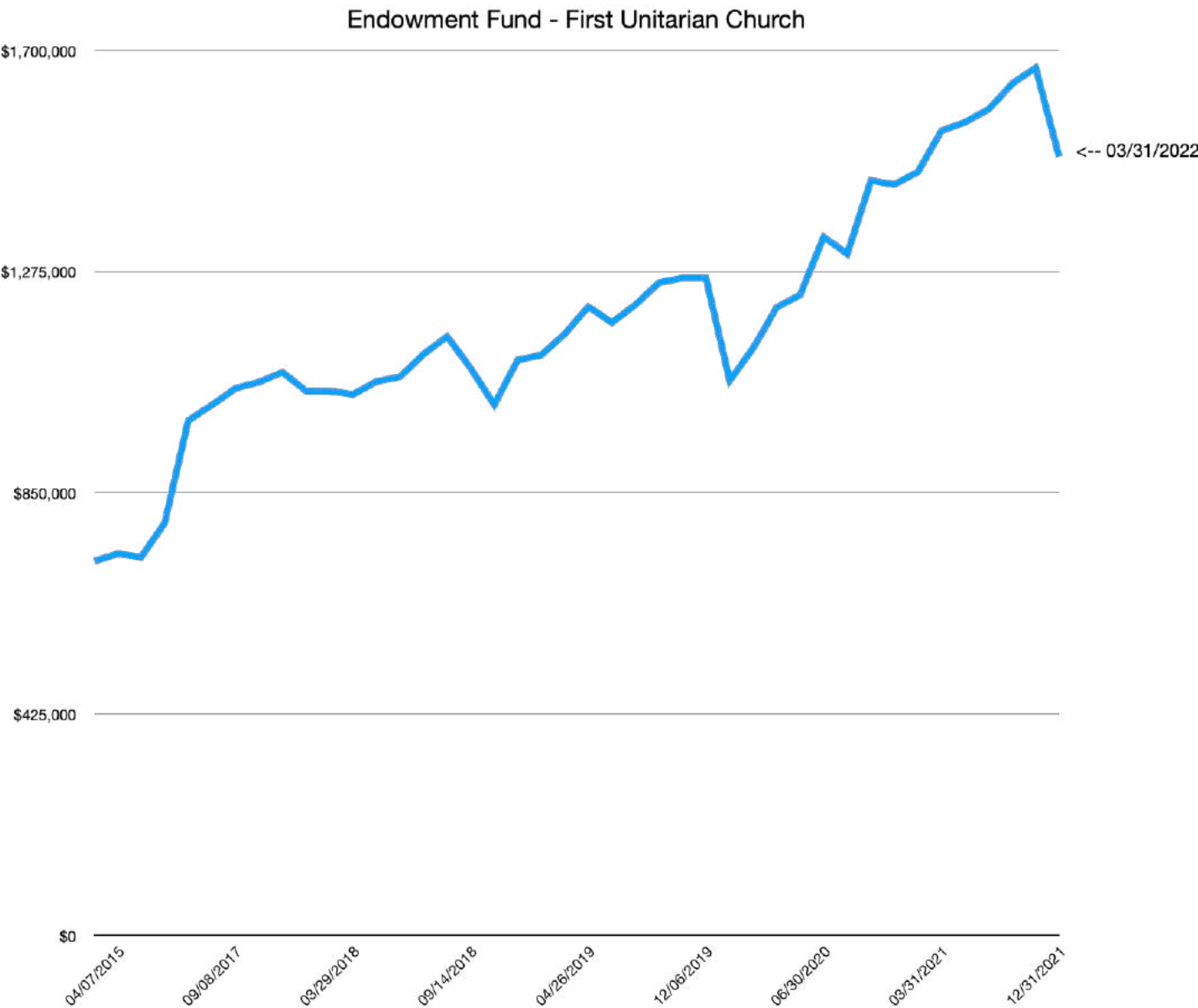
Nancy Howard
Cosette Joesten
Audrey & Rick Langer
Rob Mayer & Carol Blackwell
Mark & Pam Molen
Joan Proctor
Hugo & Julia Rossi
Richard Teerlink
Darlene Thayne
Martha Veranth
Dot Verbrugge
Andy & Marcia Walker
Henry Whiteside & Karol Kumpfer

ENDOWMENT FUND CONTINUED-BILL ASHWORTH

Endowment Fund - First Unitarian Church

Date	Equities	Bonds	Cash	Other Investment	Investment Account Total	CU Account Total	Endowment Total	DJI	S&P	NASDAQ Comp
04/07/2015				\$718,912	\$718,912		\$718,912			
10/13/2015				\$792,708	\$792,708		\$792,708			
12/13/2017	\$770,828	\$179,868	\$31,702		\$982,398	\$80,367	\$1,062,764	25585.43	2662.85	6875.8
01/04/2019	\$701,287	\$190,449	\$53,749		\$945,485	\$73,962	\$1,019,447	23443.16	2531.94	6738.86
06/30/2019	\$868,904	\$168,180	\$75,481		\$1,112,564	\$95,006	\$1,207,571	26599.96	2941.76	8006.24
12/31/2019	\$949,319	\$232,423	\$53,009		\$1,234,751	\$28,016	\$1,262,767	28538.44	3230.78	8972.6
06/30/2020	\$890,385	\$218,197	\$100,375		\$1,208,957	\$21,792	\$1,230,749	25812.88	3100.29	10058.77
12/31/2020	\$1,065,325	\$219,914	\$112,586		\$1,397,824	\$52,344	\$1,450,169	30606.48	3756.07	12888.28
06/30/2021	\$1,201,836	\$216,690	\$103,978		\$1,522,504	\$39,586	\$1,562,090	34502.51	4297.5	14503.95
12/31/2021	\$1,308,556	\$290,402	\$27,090		\$1,626,048	\$40,802	\$1,666,850	36338.3	4766.18	15644.97
03/31/2022	\$1,172,365	\$278,872	\$26,703	\$44,929	\$1,522,869	\$54,210	\$1,577,078	34678.35	4530.41	14220.52

ENDOWMENT FUND COMMITTEE REPORT CONTINUED



AUCTION COMMITTEE REPORT - REBECCA HEAL

The November 13, 2021 auction was a roaring success. Held once again at the University Park Marriott, over a hundred UUs and their friends gathered to bid on wonderful items ranging from fine art to billiard lessons.

Guests were delighted by a parody of Gilbert & Sullivan's "Modern Major General" which featured congregants declaring why they are modern Unitarians (available on our YouTube channel here: <https://www.youtube.com/user/FirstUUSLC>). This included a picture of Sam Eliot answering his cell phone.

The auctioneer, Dylan Zwick, facilitated the generosity and fun of guests attending in person and via Zoom. It was our first hybrid auction and surely won't be our last.

The Fairly Free Thinker Award was given to Dr. Angela Dunn for her courageous leadership during the pandemic despite threats from the public and lack of support from elected officials.

Many thanks to the generous sponsors and donors, both within the congregation and without, and the very generous guests who contributed to net proceeds of \$75,000 which is one of the largest amounts raised to-date. Thank you!



The 2021 Auction Committee

Becky Heal, Chair

Michele Page

Colleen Bliss

Cathy Chambless

Jessica French

Nikki Blackburn

Cheryl Johnson

Alice Brown

Di Johnson

Eve Smith

Darlene Thayne

Julia Kleinschmidt

Julie Miller

with help from Tristan Moore, David Owens, Stefanie Park and Lissa Lander

SUMMER FORUM - DYLAN ZWICK

Summer Forum 2021 was held entirely remotely for the second year in a row, which presented challenges but also opportunities, most especially regarding the guests we were able to invite who joined us from across the country. I'd recommend that future summer forums have at least a hybrid option, with the possibility of guests joining remotely if they need to do so.

Our speakers for the forum were:

- **June 27th** - Lily Eskelsen Garcia: Public Education in America: The Successes and the Challenges in the 21st Century
- **July 4th** - Richard Medina: Hate Speech in the United States Today
- **July 11th** - Deeda Seed and Dr. Brian Moench: Stopping the Polluting Utah Inland Port
- **July 18th** - Mayor Erin Mendenhall: Clean Energy and Homeless Outreach
- **July 25th** - Stephanie Duer: How to Keep Your Yard Alive in a Drought
- **August 1st** - Joseph Kim: Impact of Social Isolation on Mental Health and Well-being of Older Adults
- **August 8th** - Vicky Chavez and the Sanctuary Steering Committee: Sanctuary: Before, During, After
- **August 15th** - Nancy Borgeicht: Four Decades of Saturday's Voyeur in Salt Lake City
- **August 22nd** - Representative Sandra Hollins: My Role as a Utah State Legislator: Seeking Justice for Utah's Under-represented Peoples

SOCIAL JUSTICE COUNCIL - JOAN M. GREGORY CO-CHAIR

Overview and Transition

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

The COVID-19 pandemic continued to take its toll on our social justice efforts based on our health, our capacity, and our access to technology or lack thereof. Our Social Justice Council did not meet. The leaders of some of our efforts were no longer able to continue in their roles. Some of our partner organizations were not operational or not accepting in-person volunteers. Rev. Tom Goldsmith retired and Joan Gregory's capacity was stretched too thin to cover all the bases. 2021-2022 was clearly a year of changes, challenges and transitions.

The following reports represent some of the work that we were able to accomplish and at the end of this report you will learn about exciting new ways we are transitioning our Social Justice efforts to be more resilient, more inclusive, more sustainable and more reflective of the congregation's wide range of social justice commitments.

Campaign to Save Lives

Submitted by Ron Molen, Chair, Campaign to Save Lives

Ron Molen and the *Campaign to Save Lives* continued 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. Our 10 thought provoking videos confront Utah Legislators with such timely issues as the Inland Port, Gun Violence, Gerrymandering, Taxation without Representation, and others. We invite church members and friends to view the videos and comment to help perfect the message. Please check out our current videos at:

www.utahpolicyissues.com

Environmental Ministry

Submitted by Joan M. Gregory, Chair, 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 our work remains: what can we do to prevent harm to the environment and build a safer and more sustainable future for humanity? We responded to these

SOCIAL JUSTICE COUNCIL CONTINUED

challenges this year by sharing information, educating ourselves and the community, and taking action individually to keep fossil fuels in the ground.

In 2021-2022, we shared educational and action-focused opportunities via our Environmental Ministry mailing list, in particular, efforts sponsored by: Elders Climate Action, Interfaith Power & Light and Holladay United Church of Christ (Youth v. Gov), Southern Utah Wilderness Alliance, Stop the Polluting Port Coalition, UU Ministry for Earth (UUMFE), University of Utah College of Social and Behavioral Science (Katharine Hayhoe presentations) and Utah Physicians for a Healthy Environment (UPHE).

We thank the Summer Forum Committee for including three environmentally-focused presentations in the 2021 Summer Forum Season: Stopping the Polluting Utah Inland Port [Deeda Seed and Dr. Brian Moench] (July 11, 2021), Clean Energy and Homelessness Outreach [Mayor Erin Mendenhall] (July 18, 2021), and Strategies for Surviving a Drought [Stephanie Duer]] (July 25, 2021). We are grateful for the Earth Day Service presented by Rev. Ian White Maher: What Do We Do With This Fear? (April 24, 2022). You can view each of these on the FirstUUSLC YouTube channel at: <https://www.youtube.com/user/FirstUUSLC>.

We express deep gratitude to Rev. Monica Dobbins for the April 10, 2022 public witness in honor of our endangered Great Salt Lake which she organized in collaboration with First Unitarian Church, South Valley Unitarian Universalist Society, and Holladay United Church of Christ. Our heartfelt appreciation goes out to the Women's Sacred Circle for the beautiful ceremony led by Christine Ashworth on April 24, 2022 in honor of one of the trees on our church campus that has completed its life cycle and needs to be removed. Learn more about the trees on our church campus in this First Unitarian Church of SLC [tree guide](#) that was prepared by Jennifer Baguley and the University of Utah's Center for Science and Mathematics Education (CSME) in conjunction with a sermon/presentation at First Unitarian by Dr. Nalini Nadkarni, CSME Director: *Between Earth and Sky: Trees, Forests, and Spirituality* on Sunday, September 22, 2013. YouTube: [Part 1](#). [Part 2](#). This project was affiliated with the Faith-Based and Tree-Mapping programs at the CSME in 2013.

Our environmental community suffered a huge loss with the passing of University of Utah Professor Emerita and environmental activist extraordinaire, Naomi Franklin, who passed away on December 24, 2021. Naomi was a strong supporter of Environmental Ministry at First UU, serving on our organizing committee for many years. This tribute was posted on

SOCIAL JUSTICE COUNCIL CONTINUED

the University of Utah School of Biological Sciences website: <https://www.biology.utah.edu/alumni/remembering-naomi-franklin-1929-2021/>

This year some of us continued to channel 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 elected officials, working to 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, and harm critical wildlife habitat. Many of us participated in Zoom discussions with our legislators about the need for a Human Health Impact Risk Assessment and Traffic Study as well as for representation of residents of Salt Lake City and Salt Lake Country on the Utah Inland Port Authority Board. This work is ongoing and we invite all who are concerned about air quality, environmental justice, and climate change to get involved by attending one or more of the [regular Stop the Polluting Port Coalition meetings](#). A new opportunity to get involved, called the *Inland Port Education Project*, is being coordinated by Alice McHugh as part of First Unitarian's new Social Justice efforts. More details are below in the Social Justice Team section of this report.

Many in Environmental Ministry 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.

When we returned to in-person services inside the church, Jim French restarted our recycling efforts ensuring that we are able to recycle hard to recycle items like toothbrushes and oral care product packaging; pens and pen caps, mechanical pencils, markers and marker caps, permanent markers and permanent marker caps; and a variety of personal care and beauty product packaging. Stop by the recycling station in Eliot Hall on Sunday mornings to drop off your items and learn more about what can be recycled through this program.

This coming year, Environmental Ministry will be transitioning to the new Social Justice Project model. If you would like to get involved in our efforts, contact: green@slcuu.org to be added to our mailing list.

SOCIAL JUSTICE COUNCIL CONTINUED

PRIDE

Submitted by Rev. Monica Dobbins, Assistant Minister

First Unitarian Church has a long tradition of participating in the annual Pride Parade. The pandemic interfered with the parade, the festival, and our participation over the past two years, but 2022 promises a new story. Rev. Monica has been coordinating with other UU congregations in Utah and we will be participating in two ways: helping to carry the huge 30x200 foot-long Pride flag and hosting a booth at the Pride Festival. The parade is on Sunday, June 5, 2022. We will be staffing the booth at the Pride Festival on June 4th and 5th. Volunteers are needed and we encourage you to join us for the parade and festival in support of our entire LGBTQ+ community.

Sanctuary

Submitted by Joan M. Gregory, Sanctuary Director and Chair, Sanctuary Steering Committee

Last year, as this report was being finalized, Vicky Chávez had just received a Stay of Removal (April 12, 2021) and left Sanctuary (April 15, 2021). The civil fines lawsuit had been filed on January 19, 2021 with First Unitarian joining as co-plaintiff on March 24, 2021. On April 23, 2021, the Department of Homeland Security announced that ICE intended to work with the U.S. Department of the Treasury to cancel the existing debts of those who had been fined. Although Vicky had not received official documentation of the cancellation of her fine, we anticipated that the Department of the Treasury would follow through and that both the \$453,832 and \$59,126 fines would be officially canceled and removed from her record. However, as of the end of April 2022, Vicky has not received any such official documentation.

Fast forward ... On Monday, April 25, 2022, the four sanctuary leader plaintiffs (Vicky Chávez, María Chavalán Sut, Edith Espinal, and Hilda Ramírez) along with the 3 organizational plaintiffs (Austin Sanctuary Network (ASN), Free Migration Project (FMP), and First Unitarian Church of Salt Lake City) in the civil fines lawsuit, filed a [Second Amended Complaint](#) in their lawsuit against U.S. immigration agencies and officials for targeting the leaders with retaliatory and excessive civil fines adding new claims under the Federal Torts Claim Act (FTCA), alleging that the immigration agencies and officials intentionally and recklessly inflicted emotional distress on the sanctuary leaders through the civil fines policy under which they were fined hundreds of thousands of dollars. On Wednesday, April 27, 2022, the plaintiffs sent a [sign-on letter](#) to Secretary Alejandro

SOCIAL JUSTICE COUNCIL CONTINUED

Mayorkas of the Department of Homeland Security (DHS) from clergy members, faith leaders, congregations, and allied communities across the country calling for redress. On that same date, a [press release](#) was issued.

Thank you to all those who signed onto the letter of support to Secretary Mayorkas for sanctuary leaders Vicky, Hilda, Maria and Edith. With your help, we achieved 965 signatures including 190 clergy members and faith leaders, 96 immigrant rights and ally organizations and congregations, and 679 community leaders and members (including city and state elected officials, teachers, students, congregants and more). Signatures came from all over the country – from 34 states and D.C., from California to Maine, from Washington to Florida and all points in between. Clergy, congregations and congregants of many faith traditions signed. Special recognition goes to Thea Holcomb who was instrumental in gathering signatures from our Utah elected officials! Vicky, Hilda, Maria and Edith extend their deepest gratitude and thanks to all those who signed and helped gather signatures..

We are currently spreading the word via the press release and via social media. If you are able, please raise awareness of this case on your social media channels! We want Vicky and the other Sanctuary leaders to know that they are not alone and that there is a community walking this path with them. Here is a [social media toolkit](#) to help with posting! You can also go to these Facebook pages: [FreedomforVicky](#) and [Foundation for the Austin Sanctuary Network](#) to like the posts there, as well as share them on your own page. You can share the press release from the [Center for Constitutional Rights](#) webpage using their FB, Twitter, and email sharing options. And you can tweet the thread on Vicky's Twitter feed ([#teamvicky4ever](#)). Thank you for all that you are doing to support Vicky and other Sanctuary leaders across the country.

Sanctuary 2021-2022 Timeline – The narrative and timeline below will provide a view into the roller coaster of Sanctuary over the past year leading up to the end of April 2022:

- Filing for a Work Permit – *Within hours of receiving her Stay of Removal on April 12, 2021, Vicky was in touch with her lawyer, with an urgent question: When can we file for a work permit? While boxes were being packed and plans were being made for the press conference, Vicky was going through her papers locating the documents needed. The work permit application was filed on April 20, 2021, but it would be months before it would be approved.*

SOCIAL JUSTICE COUNCIL CONTINUED

- Helping Vicky Start her New Life – *The initial challenge was all the work and costs involved in setting up a household. With freedom came new expenses but also new ways to help Vicky and her daughters. In particular, Vicky was not able to work because she did not yet have a work permit. As she went through those first months, everyday living expenses like rent, car payments and insurance, utilities, healthcare, unexpected expenses, etc. were taking their toll. Congregants and Sanctuary volunteers were right there at Vicky's side, helping her box up and move her belongings, helping her clean her living space at the church, and helping with the expenses incurred with living in the community.*
- COVID-19 Pandemic Delays Celebration of Freedom – *We hosted an amazing press conference on April 15, 2021, the day Vicky left Sanctuary. But although we desperately wanted to get everyone together right away to celebrate Vicky's freedom, the gathering restrictions of the COVID-19 Pandemic kept us from celebrating in person. A delayed party was first planned for June, but was eventually postponed until August.*
- Quiet but Profoundly Significant Milestones – *Interspersed throughout 2021-2022, were the undated but profoundly significant moments and milestones appreciated most by Vicky, her daughters and their family. First walk around the block in freedom, first trip to the playground, first trip to the grocery store and getting to choose something that wasn't on the list, first meal out at a restaurant with friends, first birthdays celebrated in freedom. Experiences of life that before seemed so routine, were major milestones worthy of deep appreciation for the freedom that they represented. In joy, they squeezed into a small apartment which, though tiny, was a private space of their very own. Eventually they were able to relocate to a larger apartment with more space, even space for Vicky's yarn and home office!! Renewing a driver's license, opening a bank account, getting a credit card, new schools for the girls, even doing taxes were all milestones this year. Since leaving Sanctuary, Vicky has continued to knit and crochet and coordinate donations of hats and scarves to the homeless. Appreciating the little things in life ... a lesson we could all learn.*

SOCIAL JUSTICE COUNCIL CONTINUED

- Education – From April 2021 - February 2022, Vicky studied English as a Second Language (ESL) at SLCC with the goal of improving her English language skills in preparation for her academic studies and for obtaining a job. She was also accepted into the SLCC Accounting Program. During her time at SLCC, she served as a mentor leader helping and advising ESL students with their ESL classes as they learned a new language. Her education is on hold at the moment due to the significant time commitment, but she is planning to resume her accounting studies soon.
- Vicky Joins KRCL RadioActive Team – On May 3, 2021, Vicky [officially joined](#) (minute 21:23) Ma Black and Lara Jones on the KRCL RadioActive Team.
- Vicky Meets Dr. Jill Biden – On May 5, 2021, Vicky participated in a [Comunidades Unidas](#) (CU) event welcoming Dr. Jill Biden to Utah and introducing her to the community CU serves. SLC Mayor Erin Mendenhall was instrumental in introducing Dr. Biden and Vicky to each other.
- ICE Appointments – Vicky's 1-year Stay of Removal indicated that she would need to report to ICE every 3 months (July, October, January, and April). Vicky had her first ICE check-in appointment on July 12, 2021. It was remarkably uneventful! At that appointment, the October appointment was canceled. The next appointment was January 11, 2022. Other than it being a very cold day to wait in the car, which we did for a while, this appointment was also uneventful. Vicky was not required to attend the April appointment. Special thanks go to those who provided accompaniment and support for these appointments.
- A Wish Come True – On January 20, 2021, when President Biden was sworn into office as the duly elected 46th President of the United States of America, Vicky told Bella, we have a new President, and Bella responded, [so now can we go to Disneyland?](#) Bella basically got her wish in July 2021. Through the generosity of The Church World Service, Sanctuary Leaders were able to travel with their families to Disney World in Florida, where they got to meet each other in person for the very first time after years of working together via Zoom and phone, finally they were together. What a wonderful opportunity, and what great fun!

SOCIAL JUSTICE COUNCIL CONTINUED

- Summer Forum Presentation – “Sanctuary: Before, During, After” was the title of the Summer Forum panel presentation by Vicky and the Sanctuary Steering Committee, moderated by Don Walton on Sunday, August 8, 2021. Included in the [video recording](#) was a photo slideshow featuring Vicky and the Sanctuary volunteers. Watch and ❤️ cherish ❤️ the memories.
- Federal Judge in Texas Blocks ICE Enforcement Guidelines – On August 19, 2021, a federal judge in Texas [blocked](#) ICE enforcement guidelines that had been issued by the Biden Administration on February 18, 2021, attempting to upend prosecutorial discretion.
- Celebrating Vicky’s Freedom – On August 22, 2021, Sanctuary volunteers gathered with Vicky at the Sugar Beet Pavilion at Sugarhouse Park to celebrate Vicky’s freedom and our cherished friendships. The pandemic continued and for the safety of us all, we wore masks. But it was so amazing to be together IRL (in real life). What a strange time of disconnection, the COVID-19 pandemic has been! This gathering brought many of us together who had not before that day ventured out into the world again. We said goodbye to Easton and Kate who have since moved to Massachusetts. We played and talked and ate the delicious Tres Leches cake that had become a signature of pre-pandemic Sanctuary gatherings at the church. Special thanks to Lisa Hyte and her team for planning this special celebration!!
- Appeals Court Sides With Biden's Deportation Priorities – On September 15, 2021, a federal appeals court [allowed](#) the Biden administration’s selective criteria on who should be deported to remain in effect, rejecting the Texas challenge to President Biden’s immigration policies.
- Guidelines for the Enforcement of Civil Immigration Law – On September 30, 2021, DHS Secretary Alejandro N. Mayorkas announced new [Guidelines for the Enforcement of Civil Immigration Law](#) to better focus the Department’s resources on the apprehension and removal of noncitizens who are a threat to national security, public safety, and border security and advance the interests of justice by ensuring a case-by-case assessment of whether or not an individual poses a threat. This guidance went into effect on November 29, 2021.

SOCIAL JUSTICE COUNCIL CONTINUED

- Sanctuary Steering Committee Honored with Gandhi Peace Award – *The Gandhi Alliance for Peace, led by Deb Sawyer, awarded the 2021 [Gandhi Peace Award](#) to The Sanctuary Steering Committee at First Unitarian Church of SLC. Congratulations to the Sanctuary Steering Committee (Vicky Chávez, Rev. Tom Goldsmith, Rev. Monica Dobbins, Joan M. Gregory, Katie Swade, Kelly Garrett, Lisa Hyte, Samantha Overton, and Sarang Joshi). Congratulations to All of our Sanctuary Volunteers, our Church Staff, and our Congregation. Congratulations to First Unitarian Church of Salt Lake City!! Every year the Alliance gives the Gandhi Peace Award to a Utahn (or group of Utahns) who have worked tirelessly for peace. The Award ceremony took place on Sunday, October 3, 2021 at 3pm at Tracy Aviary. Don Walton and Phil Davis documented the ceremony in this [video](#).*
- Work Permit Arrives – *Vicky received her work permit on October 13, 2021. For months, the USCIS website indicated that it would take up to 11 months to get the work permit. Vicky filed for hers in April 2021, so even though it felt like it was taking forever, receiving it in October 2021 was actually quite miraculous. Of course, Vicky started looking for a job right away!*
- COVID – *On November 13, 2022, Vicky and the girls tested positive for COVID-19 and went into quarantine for two weeks, including Thanksgiving and Vicky's birthday. But, their symptoms were mild and they were soon back into action.*
- A Job! – *Vicky started working full-time, telecommuting from home as an Everise customer service representative on November 15, 2021 - just a little over one month after receiving her work permit! In this position, she provides service to both English and Spanish-speaking customers, answering questions and helping elders resolve healthcare insurance issues. She has gotten excellent reviews from her supervisor and has recently completed training offered to those who show promise for becoming supervisors.*
- Starting a Business – *In early March 2022, Vicky established her own business indicative of her creativity, her independence, and her entrepreneurial spirit. It's really just getting started, watch for more in the coming months.*

SOCIAL JUSTICE COUNCIL CONTINUED

- Special Immigrant Juvenile (SIJ) Status – *Since November 2020, Vicky had been working with her attorneys on obtaining Special Immigrant Juvenile (SIJ) status for Yaretzi. On March 21, 2022, Vicky received Yaretzi's SIJ status approval! This is a BIG DEAL! Approval means that Yaretzi has a ticket to WAIT in line until a visa becomes available. The current estimated wait is 4 years!! That wait can change depending on the number of visas processed. For now, we WAIT until Yaretzi is eligible to request residency. But she is approved to make the request and she is in line!!*
- Guidance to OPLA Attorneys – *On April 3, 2022, Kerry E. Doyle, head of the Office of the Principal Legal Advisor (OPLA), the attorney arm of Immigration and Customs Enforcement (ICE), issued a long awaited memorandum, [Guidance to OPLA Attorneys Regarding the Enforcement of Civil Immigration Laws and the Exercise of Prosecutorial Discretion](#), providing guidance to OPLA attorneys regarding Secretary Mayorkas's September 30, 2021 [guidelines](#).*
- Deferred Action and a Motion to Reopen Submitted – *On April 5, 2022, Vicky's attorney filed her 5-year Deferred Action request by mail. Collectively, 52 letters from 56 Sanctuary volunteers, congregants, family, friends, clergy, colleagues, and elected officials were included in support of Vicky's Deferred Action application. That is the largest number of letters we have ever been able to gather. Thank you for all your supportive, informative, and deeply moving letters. A Motion to Reopen Vicky's case was submitted on April 8, 2022.*
- Civil Fines Lawsuit (Second Amended Complaint) – *We end where we began. On April 25, 2022, the 4 sanctuary leader plaintiffs along with the 3 organizational plaintiffs in the civil fines lawsuit, filed a [Second Amended Complaint](#) against U.S. immigration agencies and officials adding the FTCA claims and on Wednesday, April 27, 2022, the plaintiffs sent a [sign-on letter](#) to DHS Secretary Alejandro Mayorkas calling for redress. Join us in sharing this latest news via social media using the social media toolkit and links detailed above.*

The Sanctuary Steering Committee, the On-Call Team, Vicky's close knit crochet and knitting group, and the team of Sanctuary hosts and volunteers has transitioned this year as well with some members moving on to other efforts and others still very closely

SOCIAL JUSTICE COUNCIL CONTINUED

connected with Sanctuary assisting Vicky in various ways. Joan Gregory continues to coordinate the effort and serves as primary contact for legal, political, and financial matters. She continues to work on seeking a sponsor for a private bill for Vicky. Lisa Hyte, Maggie Laun, Katie Swade, Tracy Walton as well as Vicky's knitting and crocheting group and other Sanctuary volunteers continue to support Vicky on a regular basis with all the juggling required of a busy working mom. Sanctuary hosts, volunteers and congregants continue to answer the call for support by raising their voices, signing onto letters and petitions, and donating time, talent, and treasure when needs are made known.

We are with you, Vicky, we are with you for the long-haul. We are on this journey together ... all the way! Our commitment remains steadfast. Love Resists!

Social Justice Team and Projects

Submitted by Lisa Hyte and Phil Bossart, Co-Chairs, Social Justice Team

With guidance from Rev Ian White Maher, the social justice process was modified to reflect a more member-initiated and led process. A new Social Justice Team, replacing the Social Justice Council, was formed with members, Phil Bossart and Lisa Hyte serving as co-chairs. Other team members include: Martha McCowin, Bernie Hart, Joe Herring, Sandi Cameron-Greene, and Linda Smith. The purpose of this Team is to guide church members through the process of creating new social justice projects with the goal of getting those projects approved and operational.

To create a social justice project now, you must find at least 3-4 other church members who share your vision and passion and your commitment to moving the project through the development process, to implementation, and completion. The process includes meeting as a group to do an exercise of Guided Reflection with provided questions to think about your values, goals and to ensure they match the vision and values of First UU. After you have completed this exercise, you will then complete a Small Ministry Agreement form which asks you to describe your project's vision, goals, and logistical needs. This information is then reviewed by the Social Justice Team to decide if your proposed project aligns with the church's values and can operate under the church's Social Justice umbrella.

SOCIAL JUSTICE COUNCIL CONTINUED

Two projects have already gone through this review process and have been approved: the *SLC Street Tai Chi Project* and the *Inland Port Education Project*.

- SLC Street Tai Chi – *The SLC Street Tai Chi Project was started 7 years ago by First UU members Bernie and Marita Hart but was recently approved by the Social Justice Team to operate as a First UU social justice project. This project delivers homemade breakfast burritos and coffee to the homeless 4 days a week. What is particularly unique about this project is that after breakfast, the group gathers to do Tai Chi. Why Tai Chi? Tai Chi addresses so many of the issues that the homeless face on a daily basis and can offer healing and solutions to issues like stress, traumatic brain injury and PTSD. This project helps participants clear their heads for the day ahead, and gives them momentum, motivation, confidence and the strength to persevere on their journey. Many participants feel more capable of filling out job applications and government forms after completing a Tai Chi session. So far, First UU volunteers have made over 500 burritos in the church kitchen and have recruited several members as volunteers to help deliver the burritos and coffee and help facilitate the Tai Chi sessions. Lisa Hyte is coordinating the SLC Street Tai Chi Project supported by Bernie and Marita Hart, Katie Swade, and Don Walton with approximately 25 volunteers already engaged in this effort.*
- Inland Port Education – *The purpose of the Inland Port Education Project is to educate the First UU congregation, and then the broader public, about current plans for the development of the Utah Inland Port. A program titled: Understanding the Utah Inland Port Today presented by Alice McHugh and David Scheer was held at the church on April 7, 2022, and will be offered to other churches, community groups and media across the Valley. The information that was provided included a map that encourages the viewer to take an actual tour of the Port and other important links to help educate the public. Alice McHugh is coordinating the Inland Port Education Project initially supported by Carolyn Erickson, Gene Mahalko, Phil Davis, Darlene Thayne, Kathleen Cahill, Barbara Taylor, CJ Sadiq, and Di Johnson.*

To get involved or to learn more about our social justice efforts, the *SLC Street Tai Chi Project*, the *Inland Port Education Project*, or the work of the Social Justice Team, stop by the Social Justice Team table on Sunday during the coffee hours or reach out via email:

socialjustice@slcuu.org.

COFFEE HOUR REPORT - GENE MAHALKO

After a two year hiatus that is hopefully disappearing in the rear view mirror of life, Coffee Hour returned in April 2022. In deference to covid protocols and the number vulnerable members in the congregation, Coffee Hour was held on Goldsmith Plaza rather than in Elliott Hall when weather permitted.

Thanks to Jack Avery who has served for years as the Supplies Coordinator, keeping us stocked in coffee and cookies and stir sticks and all the other paraphernalia that keeps Coffee Hour going. Jack was already planning to move on to new tasks when Covid intervened.

Also thanks to Pauline Higgins with substantial help from Jim Rossetto who also have served for many years as the chief schedulers and training coordinators for our volunteer baristas. Again, Covid interrupted a planned change of responsibilities. Gene will be taking over both supply purchasing and scheduling until we can get some new people in those positions.

A number of what now feels like the "Old Guard from the Distant Past" have returned to the coffee schedule, for which we are all truly grateful. The coming months will be a rebuilding time, to get staffing and training back up to normal. "Normal" is somewhere between 20 and 30 people serving as volunteers in a regular rotation. Thanks to the returning people, who will be helping train the new baristas, and we look forward to the new people who will help keep the coffee perking.

It's nice to be back.

WOMEN'S SACRED CIRCLE REPORT - ADRIENNE SPLINTER

The Women's Sacred Circle was set up around 10 years ago. This year we continued to meet on Zoom, on the 2nd Tuesday of the month. We coordinated our meetings using the First UU's Soul Matters curriculum. We were able to adapt the writings and gear them toward women honoring spiritual journeys.

We were able to travel to Southern Utah for a Fall retreat with limited numbers (10). Our theme this year was "Belonging--Finding the Sacred in the Mundane." The retreat included a labyrinth walk, mini golf tournament, and an art project that resulted in a gift to our host. We were also able to do a little maintenance to the ranch, and donated to the replacement of a water heater.

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 periodically post fundraisers through emails and on Facebook. 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; or Deborah Byrnes at deborah.byrnes@gmail.com

UU MINDFULNESS MEDITATION SANGHA - SHIRLEY RAY

The UU Mindfulness Meditation Sangha meets every Sunday, twelve months a year. We gather at 8:45 am 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. We end in time to attend the 11am Sunday Service.

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

Alternate Sundays are led by Colleen Bliss, Sue Click, Rick & Audrey Langer, Gina Kiechle 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/loving kindness.

In January of 2021 we began studying Matthieu Ricard's book "Why Meditate" each week.

UU Mindfulness Meditation Recordings are found at this YouTube Playlist:

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

Every 3rd Wednesday we meet to discuss "What the Buddha Taught" via zoom. Last year we discussed "Being Mortal" by Atul Gawan over a six week course called "Aging, Illness and Death with a Knowing Heart". The recordings can be found here:

https://www.youtube.com/playlist?list=PL9pZa8Nx7MOYi_yX_cJB2MEdZUr4o19-X

We are currently discussing "The Art of Happiness" by the Dalai Lama"

Recordings can be found here:

<https://www.youtube.com/playlist?list=PL9pZa8Nx7MOacMk5MvljBaeuRPEg9JsIY>

We will continue to meet on Zoom until the church officially opens. Then we plan to meet in-person and over zoom to accommodate our out of state members.

We offered a half-day silent meditation retreat on February 12th and will offer another one on May 21st.

UU MINDFULNESS MEDITATION SANGHA CONTINUED

Over the summer we will meet at 8:15am on Sundays for hybrid zoom/in-person meditation from the Parlor in order to attend Summer Forum. We will also meet on the 3rd Wednesday at Red Butte Garden at 9am for outdoor meditations.

We send a weekly email, including, the Sunday Zoom link, and the Youtube recordings to more than 90 individuals.

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

MYSTICAL SPIRITUALITY - SUBMITTED BY ADRIENNE SPLINTER

Mystical Spirituality continues to thrive, with some members moving on, and new ones joining us. We have been using a hybrid model of both Zoom and in person. Our attendance in-person is about 5, and on Zoom about 7. We have continued our 'search beyond knowing' by delving into *Desert Wisdom* by Neil Douglas-Klotz. The author brings a new understanding of ancient voices of the Middle East (Jewish, Islam, and more) to the BIG questions—Why am I here? Who am I? How do I connect? We begin our discussions with a short meditation from the book, and have lively chats about the author's meaning.

By connecting through emails and on Zoom, we are able to share other studies connected, or disconnected that we as individuals are exploring on our spiritual journeys.

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

BOARD PRESIDENT'S APPENDIX

Sarang Joshi

Board President 2021-2022

Appendix: Monthly Summary of Board Activities

I will take this opportunity to review the minutes and summarize what I judge to be the major accomplishments of the Board in detail month by month. At the [June Board meeting](#) Margaret informed the Board that the Church was not in good standing with the Department of Commerce and as such we could not change the responsible signatory on our accounts. Don Walton and Tom Goldsmith would have to remain as the primary signatory on the church accounts. On June 2nd, Margaret further informed us that she was not aware of the Church Financial Policy handbook and it was not part of her training and she was not following the adopted Board Financial Policies. In June at our first Board meeting of the year, we decided to explore adopting a Board Covenant and begin our meeting with lighting of the Chalice.

At the [July Board meeting](#) we got the bad news that we would not be getting the Second PPP. The Finance Committee reported that it is prioritizing writing a restricted fund policy. The Board decided that the board president form a Task Force to propose revisions to the bylaws and governing policy. The Board also decided to revive the practice of signing the Conflict of Interest declaration. This practice had been discontinued even though we had a Conflict of Interest policy on the record. The Board requested that the re-opening committee reconvene to review the plan with respect to current Covid numbers, which indicated it is highly unlikely we would reopen in August.

The [August](#) Board meeting was mostly dedicated to the discussion regarding reopening and Covid. Todd Seymour and Cami Collett as members of the reopening committee were invited to update the Board on reopening. It was decided that: Given the significant impact of COVID-19 church building closure on Congregational Life, Finances, and the Mission of the Church to gather in community, it is critical that the Board and the Executive work in collaboration. Further to give clarity to the Task Force, the board adopted the following motion: The reopening task force will be a joint task force of the Board and the Executive and will advise the Board and the Executive jointly on how and when to safely reopen. The Board also approved the Charter for the Governing Documents Task Force.

BOARD PRESIDENT'S APPENDIX CONTINUED

The [September](#) Board meeting focused on budget discussions. At the last annual meeting, the previous Board did not propose a new budget but a continuing budget resolution was passed. The Governing Documents Task Force presented to the Board a draft of the revised Bylaws. The Bylaws were significantly revised; in particular following the UUA guidelines a position of treasurer was instituted who "shall oversee the receipt and disbursement of money and other properties of the Church,...". The Board decided to hold a special congregational meeting to present the budget and bylaw changes on October 24 at 5:00pm, virtually.

The [October Special Board](#) meeting was dedicated to the planning of a Special Congregational meeting for the adoption of the budget and amended Bylaws and the upcoming auction. The Board adopted the following motion: The Board supports the authority of the auction committee to make decisions regarding the auction. The board also supports additional exploration of options for an in-person or hybrid auction for this year.

At the [October Board meeting](#) the congregational meeting was reviewed. It was reported that the new Bylaws passed 39 yes 3 no. The proposed Budget was approved 39 yes / 0 no. Margaret informed the Board that the church was finally in good standing with the Department of Commerce and that the officers could go to the Credit Union and be recorded as signatories on the Church Accounts. At this time the Board was not informed about the existence of any operating investment accounts with Vanguard or Morgan Stanley. The ministers made the proposal to change the naming of various committees to teams in particular social justice, hospitality, pastoral care and grounds crew/facilities. Discussion ensued on the difference between committees and teams: The board creates a committee to help with its work. Ministers create teams. There was some discussion if teams would have charters. It was clarified that committees/teams with restricted accounts need to have a charter and an explicit statement of purpose to make sure that money is clearly accounted for. There was a question raised regarding the role of the Board with teams. It was stated that teams report to operations, and the best way for the board to get updates was to join a team. It was requested that the teams provide a report for the year-end congregational report.

At the [November Board](#) meeting, Ian informed us that he terminated Margaret's employment with the church. It was the greatest of karma that Starlyn was available to take on the role of the church administrator on a temporary basis. There was significant discussion regarding the election of the treasurer. A Board of Trustees Retreat was also planned.

BOARD PRESIDENT'S APPENDIX CONTINUED

In [January](#) the Board was informed about the alleged embezzlement of funds by Margaret. The Board formed the ReFIRE Task Force to be explicitly responsible for responding to this very unfortunate development. The ReFIRE Task force recommended the following actions:

1. Pursue criminal charges against Margaret K Bean.
2. Compiling records for DA.
3. Conduct external audit of past financial records.
4. Sarang and Ian craft a video message to the congregation.
5. Conduct a zoom town hall meeting with the congregation.

Starlyn recommended that Bountiful Peak be engaged as an external bookkeeper for the church. It was decided that the Finance Committee would review the Bountiful Peak engagement letter.

It was noted that the congregational re-opening task force members were busy as medical professionals and difficult to gather for a meeting. The Board decided to disband the re-opening task force. Ian acknowledged that as a board member and highly qualified medical professional, Dot Verbrugge, is a resource for decisions concerning opening/closing the church.

In [February](#) over email there was significant discussion regarding the signing of the engagement letter with Bountiful Peak. Sarang Joshi signed the engagement letter with Bountiful Peak as the Board President and not the Senior Minister. This made it clear that Bountiful Peak was contracted by the Board as part of its fiduciary responsibilities and that the Treasurer as member of the Board will have unfettered access to the Church's financial records. Previously the Board members did not have any direct access to the Church's financial records or to various Bank accounts. There was significant discussion over email regarding a "Truth and Reconciliation" process in light of the discovery of the embezzlement and the inability of previous boards to exercise financial oversight. There was significant discussion regarding the Charter of the Transition Task Force and the draft proposal for selecting a called Minister Search Committee. It had been noted that the Board had not been actively involved in its role of Visioning the future of the church. Ian presented a Ministerial vision. Ian would like us to think about how we could offer more UU-ism to our community. Monica wants to cultivate a deeper sense of identity of UU-ism. Although the Board in 2020 moved to reconstitute a personnel and finance committee, the personnel committee has not been practically reconstituted. It was agreed that in the next round of Bylaw revisions, a

BOARD PRESIDENT'S APPENDIX CONTINUED

board level position be created to focus on personnel matters of the Church. Ian and Dot gave an update on reopening.

At the [March Special Meeting](#) regarding the Transition and Search Committee the Board approved the Motion that it will follow the process for the selection of the Senior Minister as recommended by the UUA in the [settlement handbook](#) without any amendments. The Board also approved the process for selection of the Search Committee as recommended by the Transition Task Force. The handbook is extensive with very detailed descriptions of roles and responsibilities. The Board has very little role to play in the search process. It is primarily driven by the search committee. The primary responsibility of the Board is to nominate the Search Committee for ratification by the congregation.

At the March regular meeting, there was significant discussion regarding masking by singers. It was also noted that there is strong social pressure to “get back to normal” and that the congregation in general would like to see us to catch up to where the rest of the community is. Having separate “masked” and “not-masked” services was an option explored. It was noted that being a part of the community might mean following the community guidelines. The Board adopted the motion: Ian decides on the details of the reopening with the Advice and Consent of the Board. It was noted that “Vision work” was missing from the agenda and “vision” was added as a standing item on the board agenda. It was reported that the President and Vice President finally got access to the Church operating investment accounts (Vanguard and Morgan Stanley) and that Sarang Joshi was in the process of consolidating the two accounts. It was noted that, unlike the investment of the Endowment, the investments in these accounts do not follow a socially responsible investment strategy. Although our current policy explicitly states that operating reserves will be held in cash, it was decided to leave the money invested as is while more information is gathered. There was significant heated discussion regarding the external forensic audit proposal provided by [Spotlight Accounting](#). No motion concerning an external forensic audit was approved by the Board.

ADMINISTRATOR'S REPORT - STEFANIE PARK

Since taking on the role of administrator at the first part of 2022 I'm trying to navigate adding administrator responsibilities to what I was already doing and figuring out this "new" role. I look forward to the next year and the challenges to make everything work and work well, and I thank you for your patience during this transition. With that, here are a few things happening:

- The church is moving to a new church management software system called "Breeze". This will be a process to get everyone using the new system, but this system is much more inclusive/interactive than our last software system was. It will allow members to look at their donations and pledges, change contact information, be included in the online church directory (you can add your photo), print a statement and more. Our online giving page with Breeze is: <https://slcuu.breezechms.com/give/online> We will be transitioning to all payments coming through Breeze, Square, Checks and Cash, eventually closing out our use of Vanco, Paypal, Givelify, and our old church software Giftworks, in efforts to simplify and organize.
- In our effort to cut down on paper usage we will not be printing the Order of Service (we haven't been doing this since returning from COVID closure). Pew cards now have a QR code to the Sunday Order of Service (and QR code to our SLCUU Breeze online giving page) and the QR codes are also posted throughout the building.
- We transitioned to an accounting firm, Bountiful Peak, in February to manage our accounts. This is a transparent and well organized system (admin, finance committee and board involved) that is great fit for the congregation. My part involves a lot of information sharing and uploading documents and receipts with BP (bank deposits, all incoming checks/cash/credit card payments, payroll, bills, etc).
- Looking for volunteers to help with office projects and organizing. Over the summer I'll be moving some of the items from the old admin office downstairs to my office and doing some housekeeping, rearranging. If you have some free time in July and can help, email me at administrator@slcuu.org.

Special thanks to :

Nancy Howard, Andrea Globokar and Cathy Chambless for volunteering for collection plate counting. Nancy Moos and Christina Doak for helping organize old files. Sonja Chesley for helping in our minister picture wall update project (when we return in the fall, all the reframed pictures will be up in the hallway). David Wilks and Donnie & Phil Davis, who have volunteered for Picnic duty. And thanks to all of you for your continued support!

FIRST UNITARIAN CHURCH OF SALT LAKE CITY

