

2024 ANNUAL REPORT

First Unitarian Church of Salt Lake City



Annual Report 2023-2024

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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 21, 2024

- Call to Order & Welcome
- New Member Welcome
- Board Elections
 - Ruen Chuan Ma
 - Katie Swade
 - Linda Smith
- Nominating Committee Elections
 - Jen Haertel
 - Jack Markman
- Endowment Report
- Endowment Committee Elections
 - Sarang Joshi
 - Rick Langer
 - Erin Phinney Johnson
- Pledge Report
- 2023-2024 Finance Report
- 2024-2025 Budget Approval
- Thank you
- Q&A

FINANCIAL COMMITTEE REPORT - CATHY CHAMBLESS

FY 2023-24 Finance Committee Members:

Starlyn Chaston, Treasurer and Chair

Cathy Chambless, Vice Chair

Erin Phinney Johnson, Endowment Committee Liaison

John Rasmuson

Hugo Rodier

Gene Mahalko

Mark Rothacher

Starlyn Chaston ended her dual-hatted tenure as Treasurer and Chair of the Finance Committee. Since 2019, Starlyn's acumen and leadership have made a material difference in the financial management of the church as it navigated difficult times. Special thanks to her, and thanks also to Mark Rothacher who ended his service on the Finance Committee (FC) mid-year. The departures create opportunities for congregants whose background in business or finance could bolster the financial management of the church. Those willing to serve are asked to e-mail John Rasmuson at njras@hotmail.com.

Stewardship and Oversight:

The FC supports the Board of Trustees (BOT) and ministers in executing fiduciary responsibilities as delineated in the church's 2023 Governing Policies. With its emphasis on transparency, the FC's work entails:

- Review of monthly financial reports prepared by Bountiful Peak Advisors, the church's accounting firm, in order to identify issues for the BOT's attention.
- Independent review of internal controls and recommended improvements.
- Assistance to the ministers and team leaders throughout the annual budget cycle.
- Responding to requests from the BOT for research, analysis, and special projects.

This year, the FC focused on the revision of the church's financial policies and procedures. The FC also completed:

- Policy for the Minister's Discretionary Help Fund.
- Policy for rental of First Church facilities that address contracts, market rates and liability insurance.

Financial Health

The Church's financial health is strong with increased pledges, controlled expenses, and several months operating reserves held in cash. Pledges for the next fiscal year are approximately 7% higher than the previous year - THANK YOU! We acknowledge the trust the congregation has put in the FC and the Board to oversee the church's finances, and we take the responsibility seriously. See the financial statements below for details.

FIRST UNITARIAN CHURCH OF SALT LAKE CITY

DRAFT BUDGET

First Unitarian Church of Salt Lake City

FY 2024-2025 Budget

Revenue		Commentary
40000 Contributions		
40100 Pledge Contributions		
2024-2025 Campaign	\$ 555,011.00	Pledges as of 3/26/24
2024-2025 unpaid estimate	\$ (33,300.66)	6% discount for unpaid pledges
2023-2024 Campaign	\$ 12,000.00	Prior pledge year payments expected
40150 Plate Contributions	\$ 55,000.00	
40180 Nonpledge Contributions	\$ 66,800.00	Endowment Contribution of 4%
RST Fund Contributions	\$ 103,545.00	Capital \$46k, Social \$1.7k, Env Justice \$40k, RE Trips \$15.7k
Total 40000 Contributions	\$ 759,055.34	
41000 Exchange Revenue		
41100 Tickets and Registrations	\$ 18,000.00	Auction tickets, Requiem, Music Festival, Other events
41200 Auction Sales	\$ 50,000.00	
41400 Rental Income	\$ 30,487.00	CCNS, AA, folk dancers, etc.
41900 Interest Income	\$ 16,000.00	CDs (12 m. & 18 mo. maturity); Money Market
Total 41000 Exchange Revenue	\$ 96,487.00	
Total Revenue	\$ 855,542.34	
Expenditures		Historical expenses were reviewed and budget requests were made for programs and teams.
50000 Salaries and Wages	\$ 385,749.30	
50100 Payroll Taxes	\$ 29,509.82	
50220 Health Insurance	\$ 59,405.28	
50240 Dental Insurance	\$ 7,979.52	
50280 Retirement	\$ 36,422.95	
Professional Expenses / Training	\$ 29,232.87	Benefits and compensation per UUA recommendations,
Phone Reimbursement	\$ 2,400.00	3.5% COLA
Total 50200 Employee Comp	\$ 550,699.74	
52000 Training	\$ 3,500.00	Lay leadership development
51000 Bank and Merchant Fees	\$ 9,000.00	Thank you for opting to pay the service fee when donating!
51500 Communications	\$ 6,600.00	Comcast, Zoom, Gecko Phone
52500 Contract Labor (AV, music, speakers, etc.)	\$ 34,550.00	Music, RE, A/V (Tristan & Palmer)
Organ allocation	\$ 3,000.00	
53500 Equipment Small and Leased	\$ 1,900.00	Copier & RE
54000 Food and Beverage	\$ 27,000.00	Auction dinner, Teams night, staff & volunteer appreciation
54250 Grants to Others	\$ 47,100.00	Help Fund, San Esteban, Share the Plate, \$35K donation from Naomi Franklin bequest to Great Salt Lake Watershed Enhancement Trust
54500 Information Technology	\$ 20,000.00	Quickbooks, Breeze, Auctria, Mailchimp, Thirdsun, etc.
55000 Insurance	\$ 13,694.00	Church Mutual (regular + umbrella); Worker's Comp
55500 Licenses, Fees, Dues, and Subscriptions	\$ 4,800.00	Time share dues/cleaning, Pride Parade, music copywrites
56000 Marketing (social media)	\$ 250.00	social media
56200 Miscellaneous Expense	\$ 4,520.00	
56500 Office Expense	\$ 4,000.00	
57100 Accounting	\$ 24,000.00	Bountiful Peak Advisors
57500 Rent and Facilities	\$ 15,500.00	Auction venue, FM parking lot
58000 Repairs & Maintenance	\$ 86,000.00	\$40K routine maint. + \$46K to come from Capital Reserves, EH floor, gutters, roof between blds, CCNS door, boiler pipe insulation, drip system/gravel fix.
Capital Reserve Allocation	\$ 7,621.75	25% of rental income
58500 Supplies	\$ 20,000.00	
59000 Travel	\$ 17,900.00	
59500 Utilities	\$ 22,000.00	RE \$15.7K is coming out of RE RST
UUA Dues	\$ 18,000.00	based on prior year
Total Overhead & Other	\$ 390,935.75	
Total Expenditures	\$ 941,635.49	
Net Revenue	\$ (86,093.15)	Not balanced without Employee Retention Credit (ERC). Request for \$120K ERC was submitted during the 2023-24 fiscal year and recognized in that year so it won't appear as income in the 2024-25 fiscal year, even though the funds will be received in 2024-25.

The budget was drafted collaboratively by the Senior Minister, Board President, and Administrator.

The draft budget was reviewed by the Finance Committee and approved by the Board of Trustees.

Statement of Financial Position Comparison

As of March 31, 2024

	As of Mar 31, 2024	As of Mar 31, 2023 (PY)	Total
ASSETS			
Current Assets			
Bank Accounts			
10000 UF Checking 1947 90	139,430.79		111,090.61
10050 UF Savings 1947 01	10.21		10.21
10100 UF Visa Savings 1947 02	11,014.36		11,003.34
10185 UF High Yield MM 1947 21	108,459.16		105,821.66
10186 UF 12 CD 1947 31	172,978.71		166,228.63
10188 UF CD 1947 32	173,681.07		166,347.72
10620 Breeze	5,805.11		9,236.91
10671 Bill.com Money In Clearing	0.00		125.00
10672 Bill.com Money Out Clearing	0.00		369.86
10700 Divvy Security	8,613.07		11,043.52
10950 Petty Cash	318.25		371.46
Total Bank Accounts	620,310.73		581,648.92
Accounts Receivable			
12000 Accounts Receivable	119,467.80		35,089.50
Total Accounts Receivable	119,467.80		35,089.50
Other Current Assets			
12900 Utah Sales Tax Receivable	2,795.17		2,006.58
13000 Prepaids	2,150.00		2,150.00
14000 Investments			
14050 Morgan Stanley	1,423.80		9,016.29
14150 Charles Schwab Endowment	1,664,680.08		1,454,475.57
14950 Cash Value of Life Ins Policies	39,520.97		47,539.72
Total 14000 Investments	1,705,624.85		1,511,031.58
Total Other Current Assets	1,710,570.02		1,515,188.16
Total Current Assets	2,450,348.55		2,131,926.58
Fixed Assets			
17000 Furniture and Equipment	19,439.24		2,897.00
17100 Improvements	308,322.53		281,108.94
17900 Accumulated Depreciation	-56,400.49		-41,220.60
Total Fixed Assets	271,361.28		242,785.34
TOTAL ASSETS	\$2,721,709.83		\$2,374,711.92

LIABILITIES AND EQUITY

Liabilities

Current Liabilities

Accounts Payable

FIRST UNITARIAN CHURCH OF SALT LAKE CITY

	Total	
	As of Mar 31, 2024	As of Mar 31, 2023 (PY)
20000 Accounts Payable	6,053.05	10,873.03
Total Accounts Payable	6,053.05	10,873.03
Credit Cards		
21300 Divvy	40.00	171.43
Total Credit Cards	40.00	171.43
Other Current Liabilities		
22050 Accrued Retirement	0.00	2,630.26
Total Other Current Liabilities	0.00	2,630.26
Total Current Liabilities	6,093.05	13,674.72
Total Liabilities	6,093.05	13,674.72
Equity		
30000 Net Assets Without Donor Restrictions	362,977.01	307,878.51
30500 Net Assets with Board Designations		
30510 OWL	2,517.23	5,621.92
Total 30500 Net Assets with Board Designations	2,517.23	5,621.92
31000 Net Assets With Donor Restrictions		
31100 Capital Campaign Fund	105,513.84	126,987.10
31200 Middle & High School Trip Fund	17,061.18	18,011.18
31300 Endowment Investment	1,824,767.75	1,557,814.24
31410 Environmental Justice	40,665.86	43,100.28
31415 Social Justice	12,656.08	12,656.08
31600 Sanctuary Legal Defense Fund	6,392.33	6,865.27
Total 31000 Net Assets With Donor Restrictions	2,007,057.04	1,765,434.15
Net Revenue	343,065.50	282,102.62
Total Equity	2,715,616.78	2,361,037.20
TOTAL LIABILITIES AND EQUITY	\$2,721,709.83	\$2,374,711.92

Statement of Activity Comparison

July 2023 - March 2024

		Total
	Jul 2023 - Mar 2024	Jul 2022 - Mar 2023 (PY)
REVENUE		
40000 Contributions		
40100 Pledge Contributions	427,318.33	430,615.31
40150 Plate Contributions	41,326.47	30,783.75
40180 Nonpledge Contributions	11,123.93	51,902.51
40200 Foundation and Corporate Contributions	1,430.00	380.65
40300 Government Contributions	119,467.80	37,582.83
Total 40000 Contributions	600,666.53	551,265.05
41000 Exchange Revenue		
41100 Tickets and Registrations	510.00	12,945.76
41200 Auction Sales	104,985.00	57,727.47
41400 Rental Income	27,694.19	25,811.31
41500 Other Income	1,073.68	81,550.22
41900 Interest Income	12,759.47	3,415.64
Total 41000 Exchange Revenue	147,022.34	181,450.40
Total Revenue	747,688.87	732,715.45
GROSS PROFIT	747,688.87	732,715.45
EXPENDITURES		
50000 Salaries and Wages	271,236.44	237,159.05
50100 Payroll Taxes	10,242.37	8,611.20
50200 Employee Benefits		
50220 Health Insurance	32,511.69	31,939.90
50240 Dental Insurance	2,391.01	2,486.00
50260 Other Employee Insurance	3,169.26	2,961.53
50280 Retirement	25,432.69	27,825.62
Total 50200 Employee Benefits	63,504.65	65,213.05
51000 Bank and Merchant Fees	8,222.49	10,483.25
51500 Communications	7,199.99	8,145.12
52000 Conferences and Training	4,164.01	905.04
52500 Contract Labor	40,799.39	21,708.08
53500 Equipment Small and Leased	7,126.13	8,812.51
54000 Food and Beverage	19,225.03	16,541.12
54250 Grants to Others	9,074.88	5,916.10
54500 Information Technology	5,603.84	10,938.68
55000 Insurance	-1,686.00	-1,329.00
55500 Licenses, Fees, Dues, and Subscriptions	3,314.24	4,103.36
56000 Marketing	441.46	4,202.60
56200 Miscellaneous Expense	312.02	918.04
56500 Office Expense	1,230.33	3,684.00

FIRST UNITARIAN CHURCH OF SALT LAKE CITY

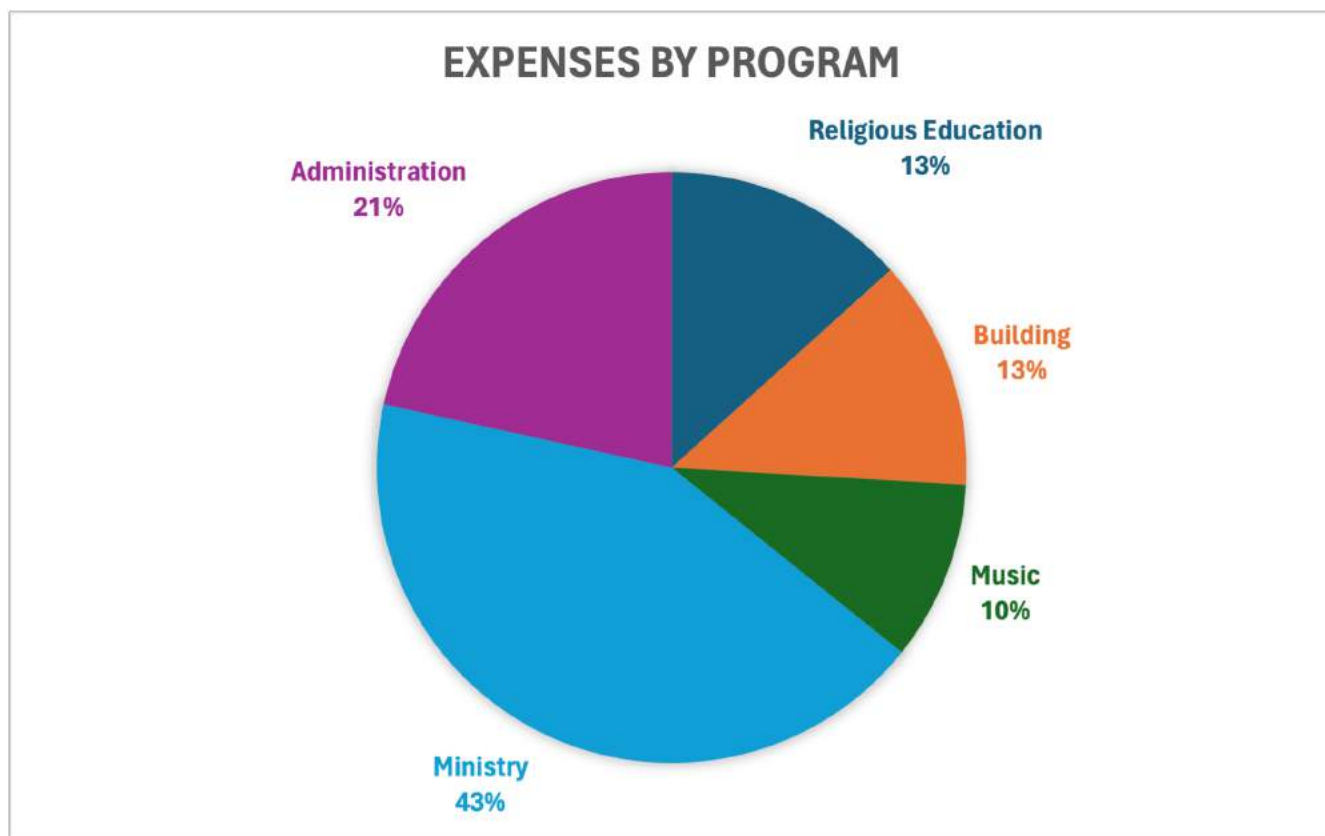
	Total	
	Jul 2023 - Mar 2024	Jul 2022 - Mar 2023 (PY)
56750 Professional Development		
56751 Senior Minister	5,524.02	9,105.85
56752 Assistant Minister	9,230.93	3,596.88
56753 Administrator	607.66	618.98
56754 Music Director	538.89	150.00
56755 Education Director	2,729.02	518.88
Total 56750 Professional Development	18,630.52	13,990.59
57000 Professional Services		
57100 Accounting	17,299.07	14,590.25
57200 Legal	250.00	0.00
57300 Other Professional Services		659.00
Total 57000 Professional Services	17,549.07	15,249.25
57500 Rent and Facilities	10,765.50	12,448.50
58000 Repairs and Maintenance	40,847.12	52,614.82
58500 Supplies	34,332.35	15,765.59
59000 Travel	4,024.54	7,395.09
59500 Utilities	17,453.63	16,122.16
Total Expenditures	593,614.00	539,598.20
NET OPERATING REVENUE	154,074.87	193,117.25
OTHER REVENUE		
70000 Investment Revenue		
70100 Interest and Dividends	29,073.85	28,781.98
70200 Unrealized Gains/Losses	189,486.55	-8,396.33
70300 Realized Gains/Losses	-18,248.73	75,323.81
70400 Investment Fees	-11,321.04	-6,724.09
Total 70000 Investment Revenue	188,990.63	88,985.37
Total Other Revenue	188,990.63	88,985.37
NET OTHER REVENUE	188,990.63	88,985.37
NET REVENUE	\$343,065.50	\$282,102.62

Compensation & Benefits 2024-2025 (3.5% COLA and 10% Prof Expenses for Ministers)

	Senior Minister	Assistant Minister	Administrator	Music Director 3/4 Time	RE Director
Annual Salary	\$100,912.50	\$81,416.24	\$62,556.59	\$53,995.06	\$58,374.00
Hourly	n/a	n/a	n/a	n/a	n/a
Avg Hours per week	n/a	n/a	n/a	n/a	n/a
PMT in Lieu of FICA	\$7,719.81	\$6,228.34	n/a	n/a	n/a
Taxes paid by Church (FICA)	n/a	n/a	\$4,785.58	\$4,130.62	\$4,465.61
Health Insurance	\$14,056.08	\$16,674.12	\$13,246.08	\$15,429.00	
Dental/Vision/LTD	\$3,187.56	\$2,847.36	\$576.00	\$1,368.60	
Employer 401K Contribution (10%)			\$6,255.66	\$5,399.51	\$5,837.40
6 Mnths Empr 401K Contribution w/FICA(10%)	\$5,431.62	\$4,382.33			
6 Months Empr 401K Contribution wo/FICA (10%)	\$5,045.63	\$4,070.81			
Professional Expenses/Training (10%)	\$10,091.25	\$8,141.62	\$3,500.00	\$3,500.00	\$4,000.00
Phone Reimbursement	\$480.00	\$480.00	\$480.00	\$480.00	\$480.00
Total Compensation	\$146,924.45	\$124,240.83	\$91,399.90	\$84,302.78	\$73,157.01

	Lead Child Care	Custodian, Hourly	Child Care	Child Care	
Annual Salary	\$3,400.35	\$22,147.60	\$2,946.97	\$0.00	\$385,749.30
Hourly	\$16.35	\$21.30	\$14.17	\$0.00	n/a
Avg Hours per week	4	20	4	0	n/a
PMT in Lieu of FICA	n/a	n/a	n/a	n/a	\$13,948.15
Taxes paid by Church (FICA)	\$260.13	\$1,694.29	\$225.44	\$0.00	\$15,561.67
Health Insurance	n/a	n/a	n/a	n/a	\$59,405.28
Dental/Vision/LTD	n/a	n/a	n/a	n/a	\$7,979.52
Employer 401K Contribution (10%)	n/a	n/a	n/a	n/a	\$17,492.56
6 Mnths Empr 401K Contribution w/FICA(10%)					\$9,813.95
6 Months Empr 401K Contribution wo/FICA (10%)					\$9,116.44
Professional Expenses/Training (10%)	n/a	n/a	n/a	n/a	\$29,232.87
Phone Reimbursement					\$2,400.00
Total Compensation	\$3,680.82	\$23,883.18	\$3,190.58	\$0.00	\$550,699.75

Expenses per Program as of March 21, 2024:



The following costs are allocated to the Programs noted in the chart above on a monthly basis based on employee time:

- Salaries and wages
- Payroll taxes
- Employee benefits
- Communications
- Utilities
- Equipment (shared, such as the copier)

PLEDGE REPORT

Pledge Campaigns and Number of Pledging Units

Pledge Campaign	Pledging Units	Pledged Amount
2024-2025 Pledge Campaign	223	\$555,011
2023-2024 Pledge Campaign	209	\$522,976
2022-2023 Pledge Campaign	209	\$477,035

With Gratitude to our pledge committee:

Becky Heal, Co-Chair

Henry Whiteside, Co-Chair

Sue Geary, Incoming Chair

Committee Members:

Trenton Kraczek

Peter Esko

Renee Douglass

Erin Johnson

Beth Brennan

Pledge Leaders

Catherine Groseclose

Vickie Brunstetter

BOARD OF TRUSTEES NOMINEES

A Heartfelt Thanks to the outgoing board members. Your contributions have not and will not go unnoticed. You are true leaders without our community.

Starlyn Chaston, Rick Langer, and Sherri Wittwer

Ruen-chaun (RC) Ma

Ruen-chuan Ma has lived in Salt Lake City since 2017 and is Associate Professor of English at Utah Valley University, where he teaches medieval literature and works on research related to manuscript culture in medieval Britain. He is from Taiwan and has spent many years living in Taipei, New York, and London. Curious about connections between his Buddhist upbringing and a wider range of beliefs, he began attending First Unitarian Church in 2021 and became a member of the congregation in 2022. Since then, he has served as lay minister, greeter, and worship associate, as well as taken part in small group ministry. He looks forward to helping our congregation build and grow in new directions.



Linda Smith

Linda is a recently retired professor from the University of Utah. She taught law and oversaw the College of Law's internship program for over 36 years. In retirement, she continues to do legal volunteering, particularly in family law, and enjoys writing fiction and poetry. She is married to Lee Shuster (long-time AV guru at the church) and is a mom and grandma. At First Church, Linda has taught in RE, headed up a committee to do Summer Forum, served meals at the VOA shelter, hosted online coffee hour, lead a group for small group ministry, and have gotten involved with the Social Justice team. Most recently, Linda chaired the Search Committee, and was appointed to fill a vacancy on the Board.



BOARD OF TRUSTEES NOMINEES

Katie Swade

Katie Swade has been attending First Unitarian Church since 2017. She served on the Steering Committee for the Sanctuary effort and was involved in volunteer coordinating and scheduling. She is a member of the church choir as well as a burrito warmer and participant in the SLC Tai Chi program. This year, Katie also had the pleasure of joining Joan Gregory in a nationwide UU program called "Tending SOIL" where participants learned strategies for engaging in social justice efforts through the Unitarian Church at large.



Professionally, Katie is a genetic counselor. In fact, studying to be a genetic counselor at the U is what brought her out to Utah from the east coast in 2015. She currently works for an online tech company that educates health care providers on new technologies and pharmaceuticals. She is a fitness boxing instructor at a local gym, an avid hiker, a novice skier, and a passionate advocate for the Salt Lake community.

CONTINUING 2024-2025 BOARD OF TRUSTEES

JESSICA BRIEFER FRENCH, President

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.

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.



DOT VERBRUGGE, Vice President

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.



CONTINUING 2024-2025 BOARD OF TRUSTEES

Dot Verbrugge continued

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.

KIM GROB, Secretary

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.

SUSAN BARNUM

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, the Search 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.



LEADERSHIP DEVELOPMENT & NOMINATING COMMITTEE

Continuing Members:

Kelly Garrett, Liz Weight, Cami Collett



Thanks to Don Walton and Sonja Chesley for their service on the Nominating Committee

New Committee Nominees:

Jennifer Haertel

I have been attending First Unitarian Church for a little over a decade. My husband and I had our first child in 2012, and, as a new mom, finding a community for baby Thomas (now 11) to grow up in was a high priority. I had grown up as a sporadically-attending Catholic in very LDS Bountiful and I remember feeling very much on the “outside” of what felt like one really big, happy family. I wanted my kids to grow up with friends in families that shared our values and expectations, where they felt comfortable and surrounded by loving and trusted adults. In 2014, Thomas got a little sister (Polly) and there is so much joy in my heart. They say, “it takes a village,” and I’m truly grateful for the home we’ve found in First Church.



I’ve helped with childcare nursery, and taught elementary-aged classes in RE. I was involved in the Sanctuary efforts and enjoyed spending time with Vicky and the girls. Vicky even taught me to crochet!

As Unitarians, we talk a lot about each person’s inherent worth and I know that I’ve been asked about my willingness to serve on this board because of a need to hear more diverse voices as we plan our future together. I am committed to giving back to the community that has been such an integral part of my family by amplifying the concerns and voices of the folks who often may not feel they have the time to speak up because they are chasing young children. I want to help lift up those who would be good leaders and ensure the quality of our community’s future, for all of our children.

LEADERSHIP DEVELOPMENT & NOMINATING COMMITTEE CONTINUED

Jack Markman

Jack graduated from the University of Utah in 2021 with BS degrees in Philosophy and Economics. He was first introduced to First Unitarian Church of Salt Lake City through a Mary Oliver summer forum while he was a student at the U. After graduating, he served for a year as the manager of a pilot AmeriCorps math mentorship program through the Utah STEM Action Center and UServe Utah. He is currently employed as a community grant manager for the Housing Stability Division of Salt Lake City Corporation. In the future, Jack hopes to pursue further graduate education in theology with the potential for a career in pastoral care.



Jack was born and raised in Utah as a Mormon, volunteering in various church service capacities over since childhood including a proselytizing mission to Texas. He recently left to find a congregation that aligned better with his evolving faith and values, and is so happy that search has led him to become a Unitarian Universalist. Since he joined the congregation this church year, he has volunteered as a greeter and joined the new member small group to get to know his fellow congregants. He is excited to be assuming the role of Greet Team Co-lead in the upcoming church year with Caryn O'Malley, and hopes he can help others feel as welcome at church as he has felt in his short time with the congregation.

Jack's hobbies include reading everything under the sun, film watching, and public transit. He and his partner are passionate about dog care, having previously adopted and trained a service dog for the veteran assistance program Labs for Liberty. They are currently training for their first triathlon.

ENDOWMENT COMMITTEE

Continuing Members:

Errol EerNisse and Steve Grizzell



Nominees for re-election:

Sarang Joshi, Erin Phinney Johnson, Rick Langer

ENDOWMENT COMMITTEE CONTINUED

Sarang Joshi

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



His wife Karin is also a professor at the U and heavily involved in RE. They have two sons Avinash and Samir

Eric Phinney Johnson

Erin Johnson has been part of the First Unitarian Church since 2008, when she moved to Salt Lake City with her husband and toddler. She has been a member of several committees during her tenure with the church, including a stint with the board, serving as Board President back in 2013-2014. While not historically filling financial roles in her professional and volunteer life, she has served on the Endowment Committee for the last two years, is the Endowment rep on the Financial Committee, and is currently on the Pledge Committee as well. She has a BS in Behavioral Neuroscience and a PhD in Cognitive Psychology, and works in health research at the University of Utah.



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.



NEW MEMBER LIST

Heather	Hucks	09/29/2023
Richard	Lane	11/05/2023
Will	Goodreid	01/28/2024
Matt	Chabot	01/28/2024
Kristen	Ward	01/28/2024
Pat	McGurk	01/28/2024
Jack	Markman	09/24/2023
Jennifer	Norris	12/11/2023
Megan	Dixon	01/28/2024
Mary	Hualde	01/28/2024
Heather	Roberts	06/11/2023
David	Brokaw	06/11/2023
Nancy	Docherty	06/11/2023
Rebecca	Brown	01/28/2024
Ally	Johnson	01/28/2024
Jordan	Ebbott	01/28/2024
Caryn	O'Malley	01/28/2024
Barbara	Trites	04/30/2024
Hannah	Van Alstine	06/11/2023
Chris	Jankowski	06/11/2023
Beth	DeJong	01/28/2024
Tyler	DeJong	01/28/2024
Lauren	Peacock	01/28/2024
Deb	Walter	01/28/2024
Colleen	Bryan	01/28/2024
Scott	Ebbott	01/28/2024
Ruby	Brown	01/28/2024
Lance	Whitaker	01/28/2024

MEMBERS & FRIENDS WE LOST

Pam Molen, Harold & Sonja Decker, Jeanne Peterson, Alan Coombs, Polly Nevins, Christian Fonnesbeck, Joann Otteson, Alice McHugh, Sue Click

MINISTER'S ANNUAL REPORT - REV. J SYLVAN

My friends, it's hard to believe that we are coming up on the end of our first year together. Since I became your Senior Minister in August, we have started to get to know one another, and taken our first steps together toward the future of First Unitarian Church of Salt Lake City. It has been a year full of joy, excitement, and some challenges, and looking back at what we've accomplished this year, I am more grateful than ever that I accepted your call.

Worship

Our Sunday worship has evolved in a beautiful direction, and we have seen consistently overflowing 11am services and increased attendance at the 9am services. We incorporated new, memorized and call-and-response songs into worship ("Come, Come, Whoever You Are" and "We Give Thanks") to help us sing together more presently, and the response has been overwhelmingly positive. We have established regular intergenerational services that truly serve many generations and incorporate embodied rituals to help us get out of our heads a little bit. And we saw an unprecedented brine shrimp parade through our sanctuary on Earth Day!

I was happy to continue the Lay Minister program that Reverend Ian started during his time with you. Kathryn Anne, Oswaldo Ponce de Leon, Don Walton, and Lissa Lander inspired us with their wisdom and vulnerability. I give thanks for their commitment, introspection, and talent. Make sure to tell them how much you appreciated their words if you haven't already. This program will be continued next year with a new crop of Lay Ministers.

Finally, I was thrilled to work with Music Director David Owens, the choir, and our many talented lay musicians to create some truly special musical services this year. From Monty Python's "Galaxy Song," to the decade-spanning Nostalgia service which showcased nostalgic hits from the '60s, '80s, '90s, and '10s, we have reconsidered what "church music" can be to a beautiful result. And thank you for allowing me to share my own original music with you, both in our "Art of the Covenant" service and our epic "End of the World" Earth Day extravaganza. Writing and sharing songs brings me joy, and I'm so glad they seem to have resonated with many of you.

Growth

In a time when many churches are shrinking, we are growing at an unprecedented rate. You are proving that people will flock to a spiritual community that knows that religion should not be about fanning the fires of hate, but of cultivating freedom and love.

MINISTER'S ANNUAL REPORT CONTINUED

I'm thrilled to say we welcomed 19 new members at our New Member Ceremony in January, and we have offered three New Member Classes this spring, all of which have filled up with 20-30 attendees each. (Indeed, we had to add 2 additional ones because of such great interest!) Because of this, we will hold a second New Member Ceremony on June 9th, our last Sunday service of the season. I hope you will join us to both celebrate a wonderful year and welcome these new members, and also help me in connecting them with all the groups, teams, and volunteer opportunities we have to offer.

Social Action

What a welcome it was to ride up to the site of the Bear River Massacre and plant thousands of trees with our congregation's Environmental Ministry Team and the Northern Band of the Shoshone. Joan Gregory and the Environmental Ministry Team have modeled what it looks like to follow the lead of those most affected by injustice. They have also shown us what social action based on relationship looks like. Bernie and Marita Hart's Street Tai Chi and the burrito program is another example of impactful, local action that makes a real difference in people's lives. Their work is a wonderful example as we move toward a more local, relationship-based focus in our Social Action work.

I'm also happy to say that since instating the new monthly Share the Plate program, we have raised \$7200 for vital local causes, from Odyssey House to Family Promise. Your generosity is inspiring, and can be felt now throughout our wider community.

Next year, I challenge us to deepen our connections to local organizations and individuals who are organizing for social change. Real, lasting change takes time, and is built on relationships.

Stewardship

After a long, challenging period of transition and the pandemic, life is coming back into the church in many ways. One of those ways is financial support. Our Auction Team wowed us once again by raising \$110,000 (expenses not in this figure). This was an incredible accomplishment, and shows how much you value our community (and a nice vacation ^_^).

Not only that, I was deeply heartened that, for the first time since 2019, we brought our pledges this year back up to pre-pandemic levels. This is huge. After several years of dropped pledges, we rose to the occasion and met our pledge goal of \$550,000. I was told this pledge goal was ambitious, but I saw that you had met a similar goal back in 2019, and I had faith that this community was ready to meet it again. I am so grateful and inspired that you proved me right!

MINISTER'S ANNUAL REPORT CONTINUED

Next year, without the Employee Retention Credit, we will have to increase our fundraising again. However, the fact that we all rose to the occasion this year, plus the continued growth in membership we are seeing, makes me both hopeful and confident that we will meet our fundraising goals next year when the time comes.

Community

One of the things that attracted me to First Unitarian Church was the sense of joy and fun that permeated through the community. I am utterly giddy to see all of the new social groups popping up under the newly-minted Fun Team. Circle Suppers give us an opportunity to meet members and friends outside of our immediate circles in a casual, social environment. The Thirties & Forties group connects adults who are in a stage of life notorious for being difficult to make friends. And there are more fun groups and events coming down the pipeline that will help us connect with one another and deepen our relationships. We cannot change the world in a loving way when we are isolated and miserable. Cultivating joy, connection, and real bonds between us is not only good for us on an individual level, but makes us stronger as a group, which will allow us to go into the world and work for positive change more effectively.

The Future

My friends, we are just getting started, and I can't wait to see what we continue to create together next year. I hope you will join us at my Installation Ceremony on Saturday, June 8th, at 2pm, when we will officially install me as your Senior Minister. We have a lot to celebrate, and even more to look forward to.

In Gratitude,

Reverend J Sylvan



Rev. J Sylvan

RELIGIOUS EDUCATION REPORT - AMANDA ESKO

Our Religious Education program stands as the bedrock for nurturing the spiritual journey of our young ones, adolescents, and families, and we take immense pride in extending this invaluable resource to our wider community.

It brings us great joy to share the remarkable strides our program has made in the past year. We've warmly welcomed new families into our fold and witnessed a heartening level of consistent engagement from our children and youth. Despite the fluctuations brought on by the pandemic, our enrollment figures have consistently ranked among the top 2% of congregations within the Unitarian Universalist Association, and the 5th largest with the Pacific Western Region—an affirmation of the steadfast commitment our families hold toward fostering a rich religious education environment.

We extend heartfelt gratitude for the privilege to serve our community and guide the next generation in their faith journey. Our achievements stand as a testament to the tireless efforts of our dedicated team at First Unitarian Church, the unwavering support of our families, and the selfless contributions of our volunteers. With eager anticipation, we look ahead to yet another year filled with growth, enlightenment, and exploration

Religious Education Volunteers

Our Religious Education program owes its existence to the unwavering dedication of our volunteer teachers. Working closely in teams of four, they tirelessly provided the individualized care and nurturing each child required. Their contributions to our program are beyond measure, and we take immense pride in their presence within our community. We acknowledge the profound impact they've had on the lives of our children and youth, fostering their growth and development in meaningful ways. To Renee Douglass, Jeremy Pitt, Dani Puri, Aaron Puri, Jennifer Haertel, Karah Pin, Chip Castleton,, Adelaide Corey-Disch, Bentley Pistorius, Lauren Peacock, Andre LaFleur, Julia Kamenetzky, Peter Esko, Amie Jones, and Melinda Pettingill-Patterson, we extend our deepest gratitude for everything you've done in our community.

Religious Education Groups

This year our children and youth explored what it means to be UU, how our faith is part of our world community, and how we live our faith in our own daily lives and out in the world. Below you'll see the groups we had, and what they explored this year.

- Nursery Childcare
- 4Prek- 2nd Grade- Chalice Children
- 3rd-4th Grade- Toolbox of Faith
- 5th-6th Grade- The Magic of UU
- 7th9th Grade- OWL
- 7th-12th Grade- Neighboring Faiths

RELIGIOUS EDUCATION REPORT CONTINUED

Looking to next year, we are excited to bring back our Coming of Age program for High school-aged youth.

As always, our Religious Education program is only possible with volunteers, so please consider jumping in to help. Visit <https://tinyurl.com/reteacher2023> for more information!

OWL

This year marked a significant chapter in OWL's journey at First Church. In November, we hosted an OWL training weekend, training 25 folks from around the mountain west region. Throughout the year, we facilitated four distinct OWL levels, 1st/2nd, 5th/6th, 7th-9th, and 10th-12th. Our 10th-12th OWL group was held in conjunction with South Valley Unitarian Universalist Society, marking the first time our congregations have worked together on OWL programming.

None of this would have been achievable without the steadfast support of our exceptional team of OWL teachers: Calvin Black, Carrie Black, Lissa Lander, Matt Chabot, Amie Jones, Sabeth Jackson, Eddie Granda, Trista Emmer, Robb Carlson, Amanda Finlayson, Kristen Quinn, and Matt Wilson. In total, an impressive 45 children, youth, and families actively participated in OWL this year, marking a remarkable milestone in our OWL journey.

RE Weekly and Full Week Faith Plans

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

Additionally, 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

This year, our RE Team set out to intentionally offer multigenerational family ministry programming throughout the year. Supporting this kind of programming strengthens our entire First Church community through connection to one another. Programming included: Ingathering Potluck, Movie Night, Costume Swap, Trunk-Or-Treat, Tree Trimming Party, Pageant Worship Service, Spring Equinox Potluck, Child Dedication Reception, and the RE Carnival. This was only possible because of the dedication of our RE Team, headed by Anna Fonnesbeck and Jeremy Pitt.

RELIGIOUS EDUCATION REPORT CONTINUED

Intergenerational Worship Services

Throughout this year, our worship team upheld its pledge to conduct monthly intergenerational worship services. On the first Sunday of every month, rather than holding separate religious education gatherings, families united in worship within the sanctuary. We tailored the worship experience to accommodate all present, enriching it with additional musical elements and communal rituals. Intergenerational worship has not only provided our community with the chance to worship collectively but has also fostered deeper multigenerational bonds and afforded children and youth a sense of belonging within their sanctuary space.

In closing, we would like to extend our heartfelt thanks to the families, community, staff, and ministers who have worked together to make our Religious Education program a success this year. Your support, encouragement, and dedication have been instrumental in helping us provide meaningful experiences for our children and youth.

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

As usual, this past church year saw the Music Department lively and very busy fulfilling its charge of supplying and serving the Music Ministry here at First Church. Principal to our mission is the duty of supplying meaningful and relevant music to the services, activities, and social constructs of our church community.

This year saw us really regain our footing following the Covid years. Under the leadership of David Owens – Director of Music, and Holly Stuart – Assistant to the Director, smaller groups and individuals contributed mightily to their respective groups involved with the Music Department. Nikki Blackburn-Fuller has continued her role as Junior Singers assistant, and Connie Wilkerson as Choir President.

The MusicNow! Team has changed some members (in its two-year roll-over plan) as well as clarified its own mission statement. This continues as a valuable operations group and tangential leadership and visioning body.

A myriad of volunteers have visited this group helping us to really define its role while keeping the numerous calls to service filled and active.

The three principal “performing “ ensembles that help to supply music on Sunday Mornings are the CHANCEL CHOIR (having grown almost back to pre-covid numbers both sustaining longtime members while also welcoming many newcomers.) This under the direction of DAVID OWENS and HOLLY STUART. We also have THE BELLS at First Church: A small, but dedicated group of Tone Chime Bell Ringers. David Owens Directing.

And, there are The JUNIOR SINGERS – The youth choir – David Owens Directing; Nikki Blackburn-Fuller assisting.

Each of these groups meet weekly throughout the church year for rehearsals and ‘perform’ about once a month or so throughout the church year. The varied color and variety, dedication of time and effort, joy of spirit, and consistently high quality of music they bring to our Worship through Music effort is quite remarkable.

In addition to these three ensembles, we have had numerous smaller groups, soloists, and special guest musicians enliven our Sunday Morning worship services. The above remark serves here as well.

David Owens continues as principal keyboardist supplying weekly keyboard music (organ and piano) for hymnody and general Sunday Service incidental music.

Some of the smaller occasional groups that have planted new seed are a couple of Jam Session/Sing-A-Long groups lead by Lori Shield, a Drum Circle lead by Holly

MUSIC DEPARTMENT REPORT CONTINUED

Stuart as well as a pick-up vocal ensemble- known as 3+1 -that brought a fresh jazzy tone to several of our services this year.

We are also re-visiting a long-held discussion of transferring this catalogue to a digital data base in order to more easily locate, track and organize it. Related, we also (principally managed and up-kept by John and Marti Major with assistance from various volunteers) continue to constantly add and edit repertoire to the MuseScore Rehearsing Program. The digital coaching this offers is invaluable for home practice and learning repertoire. Especially to those with limited keyboard and/or reading skills.

Consistent with past years, the Music Department operates within a slight margin +/- of its annual budget. The greatest portion of this budget (approx.. 70 %) goes toward Guest Musician compensation throughout the year. (currently paid \$250 per professional level guest musician per Sunday. This includes two services and any necessary rehearsals needed prior to that Sunday.) The remaining 30 % goes toward music score acquisition, clerical/office supply needs for the music/choir room- David's office needs, and treats and snacks for special events of the respective ensembles throughout the church year.

The First Wednesday Evening "Potluck" before choir rehearsal (open to all in the music department, their families, and pets) remains a great favorite and consistently offers a good time to socialize. The rigorous pace of set up and tear down for rehearsals, as well as the 'rehearsal itself' rarely accommodates too much socializing. So again, these Potlucks provide a needed opportunity for this.

A couple of notable tangentials:

1. As we utilize on-line technologies and advancing audio/visual capabilities, we would be remiss in not recognizing the constant companionship and extraordinary capability and skill brought to our music making by the Audio/Visual manager; Tristan Moore. His constant re-working and re-wiring of mics and cameras to assist in the best broadcast we can produce is a great gift indeed. To that, the constant post editing of our music video each Sunday – in order that our YouTube posts appear at their best - is so very deeply appreciated.
2. This last half year has seen the inclusion of the Kürsweil Mark 10- W Digital Keyboard in our services. An impressive digital instrument, this gracious personal gift to David by one of our congregants has provided us with many fun and moving additions to our soundscape in Sunday Morning Services. It is on extended loan from David.

MUSIC DEPARTMENT REPORT CONTINUED

As always – care and maintenance of our church instruments remains a top priority. The high value of investment into these instruments demands that. While the inconsistent heating issues this past winter hampered our usual tuning regime, they none-the-less are in very good shape and receiving their usual high level of consistent care.

The following inventory and assessment outlines each of these.

note: Per the newly-organized vision by Building and Grounds, and since the Instruments at First Church are indeed seen as Capitol Assets, there is being some re-working of stewardship and cost liabilities to these instruments. At current, this joint venture with the Music Depart holds nothing but mindful and responsible collaboration and looks forward with care in mind to our lovely music instruments.

Note: In light of an up-coming, and costly “aging” maintenance project (as with our Church Building, the Estey Pipe Organ is approaching its Centennial !!) an inquiry by the Board of an in-depth assessment, valuation and plan for execution to this work on the organ has been requested. In collaboration with Bigelow Organ Builders I am compiling a comprehensive document that will pull together all of the information we both have, and need to know, about our Historically Significant and Lovely Pipe Organ.(In many ways, this is a nice kick-off to its upcoming 100 year birthday !!) [Church dedicated in 1927, Estey Organ installed in 1929] That document will be submitted after up-coming meetings with Bigelow & co. and at the conclusion of my research. (mid-summer)

Inventory

- 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

MUSIC DEPARTMENT REPORT CONTINUED

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 DIRECTOR - TRISTAN MOORE

During the summer of 2023, as usual, each weekly program in the Summer Forum series was live-streamed on Zoom, then edited and posted on YouTube. Around 45 Zoom viewers on average attended each Sunday's Forum program online. Zoom viewers included the UU Church of Ogden, many of the folks who had also attended Sunday services during the regular church year, and a healthy number of curious newcomers.

When regular church services resumed on August of 2023, we maintained our hybrid format (in-person in the chapel, and simultaneously available for remote viewing on Zoom, as well as via a closed-circuit TV feed viewable in Eliot Hall, the nursery, and other rooms in the building). During Sunday services, the AV technician remains responsible for a quiet juggling of functions: operating the cameras and mixing sound for the video feed in Eliot Hall, the Zoom livestream, and the video recording destined for YouTube, while simultaneously running a separate live sound mix for the chapel. I have also been posting the music credits, hymn words, and name/title of each speaker/segment from the Order of Service into Zoom's chat during the service. Soon we may be able to more gracefully overlay that information at the bottom of the livestream video in real time, perhaps in a visual format resembling the titles subsequently added to the services on YouTube.

The average number attending our Sunday services via Zoom has increased each year, now averaging 67 on the 2 service Sundays.

Previously, we had used tripod-mounted iPads running Zoom to supplement the main video camera angle from the balcony, switching between the different camera angles by employing Zoom's "spotlight" feature. This year, I installed an ATEM Mini Pro ISO video switcher at the balcony AV station, which permits quick cuts and smooth cross-fades between high-resolution HDMI cameras and pre-rendered graphics playback, all before the signal gets sent out to Zoom. Now the multiple camera angles and graphics/text can also be sent to the overflow audience in Eliot Hall, since the switching happens outside of Zoom. The ATEM video switcher also records all the camera and audio inputs as a multi-track video for later editing in DaVinci Resolve. This has helped streamline the subsequent editing of the services for YouTube. (All the audio normalization, color correction, and adding of titles was already being done in DaVinci Resolve anyway.) In addition to the main camera view from our old Panasonic AG-HMC40 in the balcony, the chapel's available camera angles now include musician close-ups from a Canon C100 video camera which Don Walton has generously lent to the church, and wide-angle views of the chapel from a HuddleCamHD webcam, which we purchased in August.

AUDIO VISUAL CONTINUED

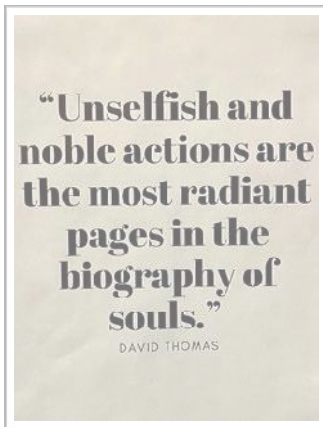
During this past year, the sound board went out and was replaced with a newer model. The Crestron A/V system in Eliot Hall is aging and having some issues (we have a work around in place right now, but we will be assessing what is needed going forward).

I'm currently training another person as a backup and send thanks to Lee Shuster for graciously continuing to offer his support and guidance.

FACILITIES MANAGEMENT TEAM - LEE SHUSTER

2024 Facilities Management (FM) Team Volunteer Highlights: — Prepared by Lee Shuster, Volunteer Co-Team Lead

- **Background:** As Church Administrator, Stefanie Park performs the role of the church facilities manager and is assisted by volunteer FM Team members. Stefanie does an amazing job prioritizing, assigning, and tracking all work. Work orders can be performed by our contract Property Manager Tate Olaveson, or outside vendors, or our FM Team volunteers. *This report recognizes and highlights only our FM Team volunteer contributions.*



Special Gratitude: (from April 2023 to May 2024) the team involves over 40 volunteers. Special recognition goes out to our "Super-Stewards," who have each contributed extraordinary gifts of their time and talents: Jim Catano, Phil Davis, Joan Gregory, Tom Goodwin, Trenton Kraczek, Lee Shuster, and Jim Thornburg.

- **Major Team Achievements**

- Restored water-damaged Exterior Chapel Columns and Eliot Hall entrance doors
- Removed graffiti and repaired outdoor bollard lights
- Refinished and repaired plaza furniture

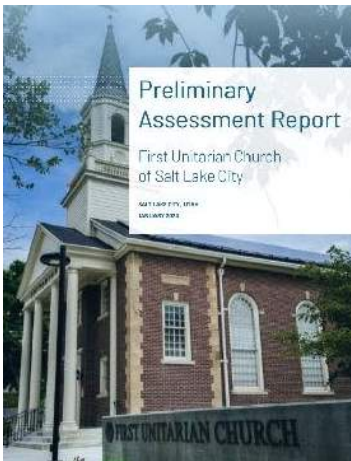


FACILITIES MANAGEMENT TEAM - CONTINUED

- Held (3) all-hands, clean-up days, including (2) outdoor areas & (1) indoor area
- Repaired Chapel and RE door closers and RE door frame
- Repaired RE utility room hatch
- Performed minor plumbing, HVAC, and carpentry repairs
- Assisted in snow and ice removal and tree brush removal
- Picked up several loads of free sand bags for flood run-off mitigation



- Performed major reorganization of indoor and outdoor maintenance storage areas
- Formed a “Net-Zero” working committee with Environmental Ministry to explore “green” alternatives, such as ground source heat pumps and storage systems



- Coordinated warranty replacement of 17 defective solar panel micro-inverters
- Updated historic utility benchmarking in EnergyStar Portfolio Manager tool
- Produced a no-cost, Preliminary Assessment Report with McKinstry Energy Services.
- This report includes possible solutions and recommendations that leverage significant (30-to-50% federal contributions available under the Inflation Reduction Act available until 2032)
- The working committee recommends that our congregation make a sincere commitment toward adopting sustainable building policies in the future.

FACILITIES MANAGEMENT TEAM - CONTINUED

- Volunteers completed an initial facility health assessment and inventory report. This includes an estimated life-cycle replacement cost for over 100 major facility components that are continuously aging. Our conclusion: We have some challenges ahead, but overall we are making progress in the stewardship of our cherished church facilities which will celebrate 100 years in 2027.
 - Our team shared replacement expense data (estimated building reserve study) with our Senior Minister and Finance Committee to help identify and responsibly plan for future (reserve) replacements. Our team recommends formally adopting this “reserve study,” approach, greatly reducing un-budgeted maintenance “surprises.”

FACILITIES MANAGEMENT TEAM - CONTINUED

- **Updates on the Chapel Ceiling Project**

Background: We believe the flaking paint problem began 25-years ago when the Chapel was first air conditioned using attic-mounted equipment that sits directly above the plaster ceiling. During summer cooling months the HVAC equipment produces condensation that is designed to enter drip pans which are normally pumped outside the attic to the exterior of the Chapel. Our team believes that over the years air conditioning condensate moisture has accidentally penetrated the plaster ceiling on several occasions. We also believe that numerous past repairs involving the cosmetic restoration of the ceiling did not address the root cause, the source of moisture being leaking air conditioner (attic air handler) condensation. Our team interviewed numerous vendors, former contractors, structural engineering specialists, and historic plaster/paint specialists in determining the best solution while collecting several bids over the past year. We now believe we have a workable plan.

1. Paint flakes were were tested for lead (found negative) and periodically encouraged to loosen, during several *"Falling Flake Festivals."*
2. Volunteers have worked to significantly improve the attic crawlspace safety with handrails, steps and wider catwalks. Note: Regular attic access is necessary for service access to the bell tower, electrical (lighting and solar), Audio-Visual wiring as well as HVAC equipment periodic servicing.
3. To help reduce the possibility of future water leaks, new HVAC condensation pumps, PVC plumbing and drip pans have been installed by our HVAC contractor.
4. This new HVAC condensate pump system will be thoroughly tested at the beginning of the new cooling season. (Currently scheduled for May 13, 2024). Once this critical



FACILITIES MANAGEMENT TEAM - CONTINUED

milestone is successfully passed, we can safely return full A/C functions to cooling the Chapel. Only when the A/C is leak-free, can ceiling cosmetic repairs be scheduled.

5. We anticipate scheduling the ceiling restoration work sometime this Summer (2024). Work is expected to take 3-to-5 days.
6. We will make prudent use of church funds by using the *Chalice Lighters' Grant* from the UUA Mountain Desert that volunteers wrote, submitted and were awarded in Summer 2023.

Our team sincerely hopes the next ceiling repair will be our last. Thanks for your patience and understanding.

SAFETY TEAM - HENRY WHITESIDE

Newly formed this winter, Safety Team's members are:

Ryan Ktratzer, lead security

Steve Quinn, lead fire and disaster

Henry Whiteside, lead medical and Secretary

Team has been gathering resources and comment from congregation and expects to issue first recommendations in May, 2024

BOARD PRESIDENT'S REPORT - JESSICA FRENCH

Board Members:

Jessica French, President
Dot Verbrugge, Vice President
Starlyn Chaston, Treasurer
Kim Grob Lee, Secretary
Rick Langer
Susan Barnum
Sherri Wittwer (resigned January)
Linda Smith (January -)

During the 2023-2024 church year, in addition to the ongoing, routine business of overseeing the church, the Board had several significant accomplishments.

We updated the Personnel Handbook to conform more closely to the UUA guidelines, to integrate other recent policies (Diversity, Equity and Inclusion [DEI] and Safe Congregations Policy) and to more accurately reflect actual personnel practices. The revised personnel policies define the various types of employees, specify employee benefits and set forth expectations for employee performance.

We developed and approved a new Diversity, Equity and Inclusion Policy, as required by our bylaws, and began implementation, with all Board members undergoing training in DEI.

We approved a Minister's Discretionary Help Fund Policy to allow the ministers to provide confidential, one-time emergency support to individuals, and established J and Monica as signatories for the account. We have yet to fully implement this policy by going to the bank to formally list J and Monica as signatories, but this is planned.

We tasked the Finance Committee with updating our financial control policies, which are underway.

After its implementation, the Board reviewed the Safe Congregation Policy and identified areas where it needed to be improved to address not only sexual misconduct and child abuse, but also disruptive behavior. Work to update this policy is nearly complete.

The Board conducted a mid-year evaluation of our new Senior Minister to provide encouragement and support as they learn about our church and congregation.

BOARD PRESIDENT'S REPORT CONTINUED

The Board approved the Environmental Ministry proposal to use a large bequest to support the Great Salt Lake Watershed Enhancement Trust with purchasing water shares; the donation to the WET is pending review and approval of a contract governing the use of the funds.

The Board appointed a committee to plan for Reverend J's Installation ceremony, to be held June 8.

Routine business:

Routine business during the year included approval of a contractor to install the new security system, appointment of Hugo Rodier and Gene Mahalko to the Finance Committee, and approval of a contract for a new copy machine that will save the church hundreds of dollars each month. Additionally, the Board reviewed and approved a budget to bring to the congregation at the annual congregational meeting, and appointed Linda Smith to complete Sherri Wittwer's term on the Board. The Board updated the Endowment Committee charter to align more closely with the Bylaws, and updated the Nominations Committee (now called the Leadership Development and Nominating Committee) charter to broaden its role to include developing leadership skills within our congregation and better equipping lay leaders to step into important roles. Finally, as required by the Bylaws, the Board nominated candidates to serve on the Endowment Committee and the Leadership Development and Nominating Committee.

Open questions:

In preparation for strategic planning, which we will begin next year, the Board began to formulate a list of open questions to guide us this year, including:

- What needs are not being met in our church community?
- How do we become a truly inclusive congregation?
- How do we bring hope to our community?
- Five years from now, what will we wish we had spent time on?
- What do we love about our church?

The Board looks forward to engaging with the Congregation over the next year or two on these, and other big questions about who we will become.

PERSONNEL COMMITTEE REPORT - SUSAN BARNUM

Overview

The Personnel Committee was formed in September 2022 to make recommendations to the church's Board of Trustees on (1) personnel policies and (2) the performance of personnel functions. Committee actions are guided by the church objectives to promote and support an equitable, fair, inclusive, safe, welcoming, and quality work environment for church staff. The committee has no role in staff management and personnel decision-making. It reports to the Board of Trustees.

Members

Per our charter, the Personnel Committee should comprise the chair, three to four members, one Board liaison, and the Senior Minister. The 2023-24 church year began with the following members: Stephen Henninger (Chair); Susan Barnum (Board Liaison); Rev. J Sylvan (Senior Minister); Sue Geary, Cindy Mecklenburg, and Tamara Springer. We have since had some attrition and, so, will need to re-staff the committee going forward. Please contact personnelcommittee@slcuu.org if you are interested in serving in this assignment.

Responsibilities

Informed by Dan Hotchkiss' Governing and Ministry: Rethinking Board Leadership (2018) and the official Unitarian Universalist Association (UUA) website, the Personnel Committee was chartered to assume the following responsibilities:

1. Advise the Board on actions related to personnel policies and functions to advance the mission and vision of our church;
2. Mitigate risk of problematic actions related to personnel functions;
3. Develop and review personnel policies to be presented to the Board for approval at least every three years or more frequently as requested;
4. Evaluate policies and procedures to ensure compliance with applicable laws and UUA and church policies;
5. Advise the Board regarding the staff grievance process, as defined by the personnel policies, and convene to hear staff grievances at the request of the Board;
6. Evaluate policies, procedures, training, and professional development to ensure that they are aligned to achieve these goals.

This year, the Personnel Committee completed preparation of Personnel Policy Manual following the guidance and sample provided by the UUA Office of Compensation and Staffing Practices. The manual was submitted to the Board of Trustees for its review and approval. The manual will now be reviewed and, if necessary, revised at three year intervals.

ENDOWMENT COMMITTEE REPORT - SARANG JOSHI

The objectives of the Endowment Committee are: 1) to manage the endowment fund to produce an optimal rate of return consistent with the following prudent investment management: Preservation of principal, the potential for long-term asset growth, and socially responsible investment practices; 2) to encourage bequests and memorial gifts to the endowment fund from members and friends; 3) to recommend prudent distributions from the fund that comply with the Endowment authority.

Current Membership

Rick Langer

Errol Eernisse

Steve Grizzell

Erin Phinney Johnson (Secretary)

Sarang Joshi (Chair)

Endowment Investment Policy

This year, the endowment committee, in collaboration with the board and the finance committee, developed and adopted a formal investment policy. The Endowment Investment Policy outlines a philosophy and attitude that will guide the investment management of the assets toward the desired results using Environmental, social, and governance (ESG) ratings consistent with Unitarian Universalist principles and values. It is intended to be sufficiently specific to be meaningful yet flexible enough to be practical. The Endowment policy aims to:

1. Define and assign the responsibilities of all involved parties.
2. Establish a clear understanding of the goals and objectives of the Endowment's assets for all involved parties.
3. Offer guidance and limitations to all Investment Managers regarding the investment of Trust assets.
4. Establish a basis for evaluating investment results.

A copy of the endowment policy is included in the appendix.

Current Fund Balance and Performance

The Endowment Fund is maintained in a Charles Schwab brokerage account managed by Albion Financial. The closing balance of the fund as of March 31st, 2024 was \$1,669,983.37. The investment account had an annualized rate of return of 18.43% last year. The fund had an annualized rate of return of 9.28% since December 31st, 2016. The figure below compares the performance of the fund to standard benchmarks for the period:

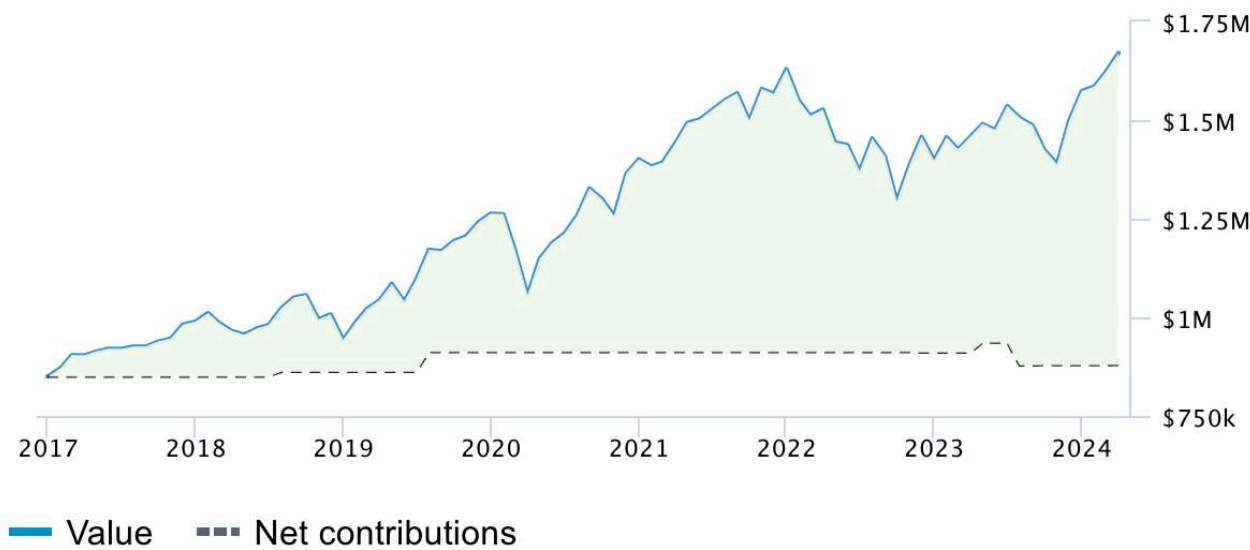
ENDOWMENT COMMITTEE - CONTINUED

Rate of Return (Annualized)	
● Charity Non-Profit	9.28%
● S&P 500®	14.50%
● Dow Jones Industrial Average (DJIA)	12.59%
● NASDAQ	16.59%

The figure below shows the fund's balance and contributions from December 31st, 2016, to March 31st, 2024.

Value vs. net contributions

Your account gained **\$790,352.11** from Dec 31, 2016 to Mar 31, 2024, excluding net contributions.



Distributions

Based on the March 31 total fund balance each year, the endowment committee determines what, if any, distribution to church operations seems reasonably consistent with our philosophy and prudent stewardship.

ENDOWMENT COMMITTEE - CONTINUED

The committee elected a 4% distribution. The Endowment fund will contribute \$66800.00 to the following year's operating budget.

Donations

In honor of Alan Coombs, donations by
Nancy Howard
Lex Hemphill & Nancy Melich
Tom Goldsmith

In honor of Sonja Decker, donation by Carol Blackwell & Robert Mayer

Donation by the Sharon Evelyn Odekirk Estate

Donation by Bonnie Baty

The 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 Anderson	Cosette Joesten
Christine & William Ashworth	Julia Kleinschmidt
Tim & Cathy Chambless	Audrey & Rick Langer
Alan Coombs	Rob Mayer & Carol Blackwell
Beverly Cooper	Mark & Pam Molen
Harold & Sonja Decker	Hugo & Julia Rossi
Ed & Teresa Dieringer	Richard Teerlink
Sue Geary & Michele Page	Darlene Thayne
Andrea Globokar	Martha Veranth
Tom Goldsmith & Mary Tull	Dot Verbrugge
Sandi Greene	Andy & Marcia Walker
Doug Greene	Henry Whiteside & Karol Kumpfer
Rebecca Heal	
Nancy Howard	

AUCTION COMMITTEE REPORT

BECKY HEAL, NANCY MOOS, MICHELE PAGE

The 2023 Auction, our largest fundraiser of the year, was held at This is the Place Heritage Park on Saturday, November 11, 2023. Our theme this year was 'The Future's So Bright, We've Gotta Wear Shades'. And of course, Becky and many other members and friends created another amazing video. You can watch it again, here:

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

Of course, our theme centered around our amazing new Senior Minister, J Sylvan. They have been welcomed with open arms by our entire congregation and friends. Reverend's J and Monica both spoke to the attendees and the evening was a resounding success.

Our Fairly Free Thinker Award was given to Nan Seymour, amazing poet, and steward of the Great Salt Lake. Thank you to Nan Seymour and everyone else that is raising awareness to all of Utah, and beyond, regarding our Great Salt Lake's dire situation.

In attendance were over 200 members and friends. Becky Heal and Dylan Zwick were once again our amazing emcees, and of course, they shined brightly. Dylan helped to make us loads of money on the live auction, and Becky added her usual flare that kept us all entertained.

There was ample delicious food, cocktails, wine, and a variety of silent and live auction items. Revenue generated this year was over \$110,000. New this year, we offered a Safari for two, 6 nights and days at Zulu Nyala Reserve in South Africa. Nine people purchased this amazing trip. We hope to offer it again in 2024.

Thank you to all our generous sponsors and donors from within the congregation and from the community who supported the auction in small and large ways this year. We cannot thank you enough. We could not do this without each and every one of you.

Please save the date for this year, **Saturday, November 2, 2024**. More information to come.

Gratefully submitted by:

Becky Heal, Nancy Moos, Michele Page – Auction Co-Chairs

AUCTION COMMITTEE REPORT

BECKY HEAL, NANCY MOOS, MICHELE PAGE

Auction Committee 2023:

Becky Heal – Co-Chair

Nancy Moos – Co-Chair

Michele Page – Co-Chair

Tracy Walton – Silent Auction Chair

Christina Doak – Silent Auction Co-Chair

Cathy Chambless – Sponsorships

Alice Brown – Decorations, Catering

Eve Smith – Decorations

Stefanie Park

Alison Christiansen

Jan Crane

Cheryl Johnson

Colleen Bliss

Robin Dale

Kristin Quinn

Julia Kleinschmidt

Phil Moos – photography

Tristan Moore – video/audio



Nan Seymour, recipient of the Fairly Free Thinker Award



ADULT RELIGIOUS EDUCATION REPORT - DEREK GERSDORF

Adult RE

Summer 2023 - I led three one-off discussions on the UUA Ware lecture: <https://www.uua.org/ga/program/highlights/ware-lecture> The Ware lecture is the keynote speaker at the annual UUA General Assembly (GA). We discussed the lectures (sermon really) by Naomi Klein (2020) - https://en.wikipedia.org/wiki/Naomi_Klein, Richard Blanco (2019) - https://en.wikipedia.org/wiki/Richard_Blanco and Cornell West (2015) - https://en.wikipedia.org/wiki/Cornel_West.

Fall 2023 - I led a discussion-based class on the Unitarian luminary, Ralph Waldo Emerson. As Cornell West said in his UUA Ware lecture, "Emerson may have left the Unitarian Church, but it left its mark on him". We mainly used primary texts by Emerson (but added some insightful audio/visual materials) from the book *The Spiritual Emerson: Essential Writings*, edited by David M Robinson and published by Beacon Press (a UUA press). It includes many of the foundational essays that formed the American philosophical movement called Transcendentalism. There were eight sessions on Wednesday evening from October 4th to November 29th (skipping Oct 11th) at 6:30 pm in Room 201 at the First Unitarian Church.

Small Group Ministry (SGM):

In the fall of 2023, October, November, and December, Rev Monica focused on UUA Article II which requires revisiting and rewriting the seven Unitarian Universalist (UU) principles every so many years. There will eventually be seven values instead of the principles, with Love at the center: Interdependence, Equity, Transformation, Pluralism, Generosity, and Justice. You can read more about the proposal, revisions, and process here: <https://www.uua.org/uuagovernance/committees/article-ii-study-commission/about-article-2>

Rev Monica asked me to lead the Small Group Ministry (SGM) at the First Unitarian Church while she is on sabbatical, from January through May. I led the SGM facilitator meetings each month over Zoom. I chose the following topics and rubrics from the smallgroupministry.net, a website where other UU churches posted rubrics they have done in their church: January - Hope; February - Gratitude and Generosity (Pledge Drive); March - Fun, Play and Humor; April - Morality; May - Aging.

ADULT RELIGIOUS EDUCATION REPORT - CONTINUED

New Member Class:

The First Unitarian Church offers a New Member class several times a church year, consisting of three two-hour sessions. We use a UU-affiliated curriculum by Soul Matters titled Starting Point: <https://www.soulmatterssharingcircle.com/starting-point.html>.

Christine and Bill Ashworth led two of them, one in August (eight signed up) and another in November. I led another with Rev J and Amanda Esko in March (we averaged 20 attending all three sessions). Due to high demand, I offered another class in May. I capped the registration at 25. Due to even more demand, I offered another three sessions in June. Twenty-two have registered, with another 11 expressing interest.



GREETER COMMITTEE REPORT - JIM FRENCH

The Greeter pool has grown to 40 people, with 31 who volunteer regularly! Every service now has 3 greeters scheduled. Having an additional greeter provides better service to people arriving at church. . We have switched over to using Breeze for scheduling and communicating, which is working out well.

Changes are on the horizon.

- Caryn O'Malley and Jack Markman will be Greeter co-leaders next year
- Greeters & Welcome Table will join forces
- Each service will have 2 Greeters and 1 who Greets and is at Welcome Table

Many thanks to the Greeter Team for creating a friendly, welcoming environment as we are many times the first contact that new people have with our church.

WELCOME TABLE - CHAIR ADRIENNE SPLINTER, CO-CHAIR EVE SMITH (LEAD CHAIR IN THE FALL)

The Welcome Committee put together over 100 Welcome bags for people who have signed the book this year. We had a ceremony in the Fall in which around 25 new members signed the book. We also had a ceremony in the Spring in which 40 new members signed the book. We have a ceremony at the last service (June 9th) planned in which we anticipate close to 50 new members signing the book. At New Member services we distribute the bags, and celebrate with cake for everyone. Due to the increase of member ship we now have 3 cakes (2 ½ sheet, and a ¼ sheet cake) at each New Member signing, and adding an additional ceremony will also increase our budget in the coming year. The Welcome Bags include a candle, chalice lighting words, UUA Welcome Book, bookmarks, and journal with a picture of the wall hanging Jan Crane quilted for Tom Goldsmith's retirement.

We are keeping track of visitors with a 'Hi There' form completed on computers at the Welcome Table. The information is sent to various team leaders for follow-up. We also monitor how many new people we have at each service who engage with the Welcome Table, but do not enter their information in Breeze. This fall Rev Monica facilitated a New Member Small Group Ministry that meets once a month. Dot Verbrugge provided coverage for this while Rev. Monica was on sabbatical. The committee members continue to meet and greet visitors and provide people with name tags. The plans for this coming year will join Greeter and Welcome Table volunteers together in hopes of increasing the pool of people needed for both assignments. Also, a training will be held in May and August for this combined group of volunteers. Volunteers will be encouraged to attend monthly Teams' Night.

SOCIAL JUSTICE STEERING COMMITTEE - LISA HYTE & PHIL BOSSART - CO-CHAIRS

This year we grew to 8 steering committee members including Lisa Hyte and Phil Bossart as Co-chairs, Bernie Hart, Marita Hart, Linda Smith, Karin Baumgartner, Andre LaFleur, and CJ Sadiq . We continue to use the Shared Ministry Agreement (SMA) and Guided Reflections forms for new projects. See Last years report for more information on those forms. The original plan for our committee as laid out by the interim minister last year was for our group to facilitate and approve projects that were proposed by congregants. However, it became clear that congregants were not coming forward with projects and so our committee felt that we needed to be more proactive regarding starting social justice projects. In addition we started to do some social justice projects during the Teams Night sessions. As an example, in December we put together stockings with personal health items for the homeless and in April we wrote post cards to try and encourage people to vote in the upcoming election. `

Currently there are five active projects under the social justice steering committee; Street Tai-Chi, Burrito Making, Reproductive Justice, Crossroad Urban Center and Sanctuary. Their reports are included below:

Reproductive Justice: After the supreme court struck down Roe v Wade, a reproductive justice group was formed at First Church. This group is waiting for the Utah Supreme court to rule on abortion rights in Utah. This project is headed by Karin Baumgartner, kbaumgar@gmail.com.

Sanctuary

Vicky Chavez has a Stay of Removal and Work Authorization that expires in July 2026. Yaretzi is on a path to citizenship via Special Immigrant Juvenile Status (SIJS). [The sanctuary civil fines lawsuit](#) was [settled](#) on June 21, 2023.

The Sanctuary Advisory Team continues to advise on sanctuary matters with Sarang Joshi and Joan Gregory serving as co-coordinators and Lisa Hyte, Katie Swade, and Vicky Chavez serving on the team. Joan Gregory continues to serve as primary contact for legal, political, and financial matters.

Despite all the challenges in their lives, Vicky and the girls are doing well. They send their love and gratitude to us all. Our commitment remains steadfast. Love Resists!

Crossroads Urban Center First Church continues to have a relationship with Crossroads Urban Center and FACE (Faith & Advocacy Coalition to End) Hunger and Homeless. Congregants have donated food, diapers and other household items in addition to burritos. Linda Smith is heading this project and is very active in keeping the church up to date on current advocacy issues.

SOCIAL JUSTICE COUNCIL CONTINUED

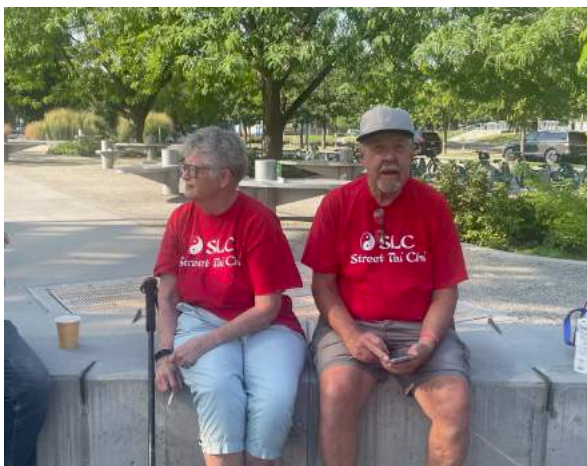
Burrito Making and Tai Chi

Submitted by Bernie and Marita Hart, and Lynna Muller and Colleen Bliss, the leads for Burrito making volunteer team.

Since April 6, 2022, the First Unitarian Church of Salt Lake has supported The Street Tai Chi program community service program created by Bernie and Marita Hart. The program has been in place for 10+ years and provides mental health and self esteem support to the SLC homeless community. Every two weeks Bernie and Marita Hart provide the ingredients and supplies to a dedicated group of 15 or more volunteers who come together to prepare 250 burritos in the UU kitchen. That translates to 5,500 burritos in 2023. The volunteers are always generous with their time and energy.

The effort is also partnering with Roland Hall 5th graders who have also started making burritos at the school. Their help has allowed us to send 60 burritos a week to Crossroads and help support the local Movie Night. On cold winter mornings the burritos are really appreciated at both Crossroads and the 2nd and 2nd Coalition Movie Night.

In addition, a second group, or about 15 First Church volunteers take turns making coffee and warming burritos and delivering them to the Street Tai Program four mornings a week. Nancy Rasmussen is the lead for this effort. A number of these caring individuals join in and participate in the Street Tai Program.



Share the Plate

Together with Environmental Justice, the Social Justice team organized "Share the Plate" Sundays and raised \$7,200 for our community at large (Unsheltered Utah, Odyssey House, Friends of Great Salt Lake, Utah Rivers Council, Family Promise, Great Salt Lake Collaborative, and Heal Utah).

ENVIRONMENTAL MINISTRY - JOAN GREGORY, CATHY CHAMBLESS AND STEVE GLASER, CO-COORDINATORS

Submitted by Joan Gregory, Cathy Chambless, Steve Glaser, Sandy Harty, Steve Harty, Leslie Loeffel, and Lisa Mountain

The purpose of Environmental Ministry is to affirm, promote, and act in congruence with our 7th UU principle: Respect for the interdependent web of all existence of which we are a part. The Earth and her people are in peril from the devastating impacts of climate change. It is up to us to get and stay educated, catalyze change, and advocate for and take effective action. In our own community, we challenge environmental and climate injustice. At First Unitarian Church of Salt Lake City, we take action to reduce our carbon footprint and focus on environmental and climate justice. We work together to develop new skills, grasp the immensity of our role at this time, and act for current and future generations of all species.

This year our efforts continued to focus on saving Great Salt Lake. There continues to be enthusiasm for encouraging environmental and social justice-focused voters to vote, and reinvigorating or re-evaluating our in-church efforts including recycling, the SWAP, and Green Sanctuary/NetZero. As part of the Unitarian Universalist Association's Tending SOIL: Skills, Organizing, Interdependence and Liberation effort, we are growing new young environmental and social justice leadership within the congregation while working to support a member of our local environmental community, Victor Puertas, who is facing charges for supporting marginalized communities in Atlanta to save Weelaunee Forest.

Celebrating our Accomplishments

Saving Great Salt Lake Project From educating to witnessing and researching, from rallying to speaking up at the Utah Legislature, we continue to advocate for the survival of our Great Salt Lake ecosystem! Our goals were to build understanding of the issues facing Great Salt Lake, raise the overall awareness of the issue and solutions, bear witness to this catastrophe to remind the public and decision-makers of what is at stake, and to engage in the 2024 Legislative Session to support and advocate for water management changes that could result in more water getting to Great Salt Lake. We worked with local nonprofits and other congregations (both UU and other faiths) to raise awareness and build the groundswell of public opinion required to move Utah to take the actions required to revive our GSL ecosystem.

- The People's Great Salt Lake Summit (July 15, 2023) was held at the Salt Lake Community College Miller Campus. Joan Gregory was on the planning committee for two sessions: Voices from the Fields and Farmers share their perspectives and Exploring Interfaith Collaboration for Great Salt Lake. The full program is here: <https://www.greatsaltlakesummit.org/program>. Plenary sessions were recorded.

ENVIRONMENTAL MINISTRY CONTINUED

- 2023 Summer Forum featured these environmentally-focused sessions - Saving the Great Salt Lake (7/23/2023) Speakers: Kelly Hannah, FRIENDS of the Great Salt Lake; Rep. Joel Briscoe. Host: Steve Grizzell. Air Pollution (8/6/2023) Speaker: Brian Moench, MD, Utah Physicians for a Healthy Environment. Host: Liz Weight, former Utah State Legislator. Bear River Restoration (8/13/2023) Speaker: Bradley Parry, Project Manager, Construction & Water Management Specialist, Northwestern Band of the Shoshone Nation. Host: Gene Mahalko.
- Connections with Other Unitarian Universalist Congregations - Environmental Ministry strengthened its connection with the Unitarian Universalist Church of Ogden (UUCO) this year. Joan Gregory spoke at a UUCO service on October 22, 2023 about our work. Subsequently, Leslie Loeffel, liaison from First Unitarian's Environmental Ministry, has been coordinating with UUCO, providing information for weekly newsletter postings on environmental issues and events. Chalice Gustaveson from the Ogden congregation volunteered to lead Environmental Ministry efforts within the UUCO congregation. During the legislative session, Chalice recruited UUCO members to sign postcards in support of protecting Great Salt Lake. UUCO members have also been encouraged to sign a letter to the Weber County Commissioners objecting to the West Weber Inland Port proposal. Most recently, Chalice, Leslie, and Rev. Kristin Famula have drafted an Op. Ed. opposing the West Weber Inland Port and plan to submit it to the Ogden Standard Examiner. Environmental Ministry is working to strengthen the connections between and among our Utah Unitarian Universalist congregations.
- Wuda Ogwa (Bear River) Restoration Tree Planting - On November 4, 2023, 55 volunteers from our church gathered at the church, had bagels, coffee and fruit, and rode a bus to Northwest Band of Shoshone Nation land near Preston, Idaho along the Bear River. 20 other volunteers from our church drove themselves and met us there. We arrived around 10am and planted small native trees until around 2pm. We took a lunch break, with lunch provided by the church. The Shoshone Nation had to purchase this land that was their ancestral home and the site of the Bear River Massacre. The goal of the Shoshone Nation is to restore this land back to its native habitat by restoring the river's natural flow and planting native shrubs and trees on the land. It is estimated we, along with about 200 other volunteers, planted over 8,000 trees that day. They have a plan to plant 100,000 shrubs and trees. We are excited to follow their lead and help them with this goal again next year. With this event we have started a relationship with the Northwestern Band of the Shoshone Nation. We look forward to deepening this relationship.
- Share the Plate – Environmental Ministry recommended four organizations to be invited as Share the Plate recipients: FRIENDS of Great Salt Lake (January 7), Utah Rivers Council

ENVIRONMENTAL MINISTRY CONTINUED

(February 4), Great Salt Lake Collaborative (April 7), and HEAL Utah (May 5). The Sunday plate donations were split 50/50 following presentations by these organizations about their impact in our community. Joan Gregory, Steve Glaser and Cathy Chambless shared the role of host.

- 2024 Great Salt Lake Vigil - Under the loving care and direction of Nan Seymour and the Making Waves for Great Salt Lake Artists Collaborative, The Vigil moved to the Utah State Capitol this year. Each weekday morning and late afternoon from January 16 to March 1, 2024 during the legislative session, vigil keepers gathered to remind legislators of the serious condition of the Lake. Each morning people would walk silently around the Capitol building carrying blue wave flags. In the afternoon people would celebrate the Lake with puppet images of Lake species. Environmental Ministry team members showed up each Wednesday morning and many afternoons to support the Vigil. Thank you to all who were able to participate. Coordinated by Joan Gregory.
- Our efforts to influence legislation affecting the availability of water to the Great Salt Lake continued this past year. We encouraged our members to sign up with Grow the Flow, which tracked legislation, and sent out alerts for contacting legislators. We also had our own bill tracker so that it was easy for members to follow legislation that was of particular interest to them. Over 20 of us joined the January 20, 2024 Rally to Save Great Salt Lake at the state capitol, we participated in lobby days for Great Salt Lake, and enabled members to email their legislators during coffee hour after church. We sent out alerts to members of the Environmental Ministry mailing list to contact their representatives on specific bills. The Salt Lake Tribune and Deseret News published our letters to the editor and op-eds to influence public opinion. Coordinator: Steve Glaser.
- Earth Day Sunday – The service, the music, the sermon, the post-service arrival of a pelican, phalaropes, eared grebes, brine shrimp and waves accompanied by our children, and the tribute video all marked quite a spectacular Earth Day Sunday (April 21, 2024)! It was all recorded. Rev J's sermon was titled: The End of the World – deep and thought provoking. Slide to 1:07:24 - to experience the arrival of the children with Nan Seymour and pelican, Steve Harty, as they welcomed the whole congregation to participate in a Vigil. Afterward, in Eliot Hall, there were Earth-shaped swirl cookies, green punch, and a film created by Cathy Chambless, Phil Davis and Ross Chambless: A Tribute to Joan Gregory to honor and celebrate Joan's years of coordination of Environmental Ministry. Cathy Chambless planned the celebration. Sandy and Steve Harty, Morgan Hicks, Paul Gardner-Zimmerman and Joan Gregory worked with Nan Seymour to plan and orchestrate the kids' RE program.
- Opportunities to Experience the Great Salt Lake Ecosystem – Coordinator: Leslie Loeffel.

ENVIRONMENTAL MINISTRY CONTINUED

- Environmental Ministry organized a trip for UU members to go birding at Antelope Island Causeway on July 29, 2023. Great Salt Lake supports millions of birds, and understanding the crucial nature of its ecosystem is a first step toward cultivating a love of the lake and a desire to support the lake's preservation. Five UUs joined leader Max Malmquist and participants from Great Salt Lake Audubon in spotting many species using the lake. Malmquist works for Audubon's Saline Lakes Program.
- Environmental Ministry is sponsoring a second birding trip to Great Salt Lake. Fourteen UUs have signed up to visit two private duck clubs on the south shore of Great Salt Lake on May 4, 2024. The Rudy Duck Club and the North Point Duck Club provide some of the most high-quality wetland habitat in the Salt Lake Basin for many species of waterbirds, supply water for Great Salt Lake, and act as an important buffer for the lake. Three experts will explain the threats facing the wetlands, including drought, invasive vegetation, and declining water quality. Max Malmquist will once again lead this trip along with ecologist Emily Hamel from Audubon's Saline Lakes Program.
- 2024 Summer Forum – planning for environmentally-focused Summer Forum sessions for 2024 is being coordinated by Cathy Chambless, with the following Great Salt Lake water focused sessions planned:
 - 7/7/2024 – Urban Water Users: Doing Our Part for Great Salt Lake. Laura Briefer, Director of Salt Lake City Department of Public Utilities, will overview Salt Lake City Public Utilities' complex water system.
 - 7/21/2024 – Preserving and Sustaining the Great Salt Lake: Top 10 Reasons Utah Can Do It. Candice Hasenyager, Director of Utah State Division of Water Resources, will discuss state water policies implemented by the Division.
- Great Salt Lake Environmental Coalition - We continued our involvement in the Great Salt Lake Environmental Coalition, a diverse and wide-ranging group of GSL advocates and influencers. The bi-weekly meetings are populated by approx. 20 local environmental scientists, lawyers, social workers, policy experts, and non-profits. The purpose is to share knowledge and information as well as calls to action in regard to every issue involving the health of Great Salt Lake, how it relates to our health. Representatives: Steve Harty and Joan Gregory.
- GSL Interfaith Action Coalition (GSLIAC) has a growing list of participants including members of the following faith-based or spiritual communities: Buddhist, Catholic, Community of Christ, Episcopalian, Indigenous communities, Jewish, Lutheran, Methodist, Presbyterian, The Church of Jesus Christ of Latter-day Saints, Unitarian Universalist, and United Church of Christ. Monthly meetings are held via Zoom on the

ENVIRONMENTAL MINISTRY CONTINUED

first Wednesday of each month and typically feature a particular issue for education, sharing of actions our communities are taking for Great Salt Lake and collaboration on actions we can all take or take collectively. Joan Gregory is on the GSLIAC Steering Committee and serves as our liaison.

- Last year, Environmental Ministry was the recipient of a generous bequest from the estate of Naomi Franklin with a designated purpose to be identified, evaluated, and chosen by Environmental Ministry. We determined that the highest priority for those funds would be to get water, real wet water, to Great Salt Lake effectively, efficiently, and as soon as possible. We are in the final stages of this process; details likely this coming fall. Coordinator: Leslie Loeffel. Committee Members: Cathy Chambless, Joan Gregory, Danielle Droitsch, and Gene Mahalko.

Youth Coalition for Great Salt Lake (YCGSL) - Our youth continued to work to get water to Great Salt Lake, being featured in a PBS documentary on a field trip to the Lake. Their efforts then blossomed far beyond our church. At the People's Great Salt Lake Summit on July 15, 2023, they announced they were forming the Youth Coalition for Great Salt Lake (YCGSL), involving youth across the state. Their mission statement, developed in September, includes: informing the public and themselves, collaborating with diverse stakeholders, and impacting effective legislation. Lisa Mountain provides adult support for the Youth Coalition for Great Salt Lake. Over the course of the last eight months, they have accomplished these goals and so much more. Here is a deliberately incomplete list of their actions.

- Education Efforts: Touring the Bear River Canal Company and meeting with an alfalfa farmer; meeting with Republican Senator Robert Spendlove to learn his perspective on water issues; speaking at the 2024 Rally for the GSL; presenting to 7th- 9th graders at the American Preparatory Academy in conjunction with FRIENDS of GSL; and organizing a Saline Symposium and Celebration featuring GSL Commissioner Brian Steed.
- Art Projects: Making small creature puppets as part of a GSL Audubon grant and large puppets for the Vigil; participating in the Celebration of the Species at the Vigil for GSL on the Capitol steps every Tuesday evening during the 7-week legislative session; writing and performing GSL-facing songs and poetry at numerous events.
- Working with diverse stakeholders: Tree planting at the Bear River massacre site in conjunction with the Northwestern Band of the Shoshone Nation; speaking and sharing poetry at the Native and Youth Voices event honoring GSL at the State Capitol; organizing a Youth Lobby Day for GSL with HEAL Utah, including students from Horizonte Leadership and Instructional Center; hosting a panel discussion at the Saline Symposium on the GSL

ENVIRONMENTAL MINISTRY CONTINUED

crisis with Rep. Angela Romero and Senator Luz Escamilla focused on centering leadership voices & perspectives from the westside.

- Working on legislation: Writing to every member of the legislature on Bear River development issues; organizing a town hall in Holladay with several members of the legislature; leading SEND-IT workshops - teaching people how to effectively write lawmakers; having a letter-to-the-editor published in the Salt Lake Tribune on the importance of protecting the lake; partnering with HEAL Utah in organizing a youth lobby day at the state capitol; testifying at a hearing on Senator Blouin's bill to develop a plan on how to utilize water in wet years for the benefit of the lake.
- Recognition: The work of the YCGSL was recognized by the National Oceanic and Atmospheric Administration's Taking the Pulse of the Planet Award. This was at the state level of the Utah Science Fair, honoring Cloud Garcia-Ruiz for their project on GSL. Cloud also won the Literature Award for their poem at the Songs Along the Watershed event organized by Nan Seymour. The Great Salt Lake Interfaith Action Coalition recognized the YCGSL with their "Lake Effect" Award.

The Youth Coalition for Great Salt Lake has been met with overwhelming support from the community and brought together many diverse groups and stakeholders on the Great Salt Lake crisis. They have significantly increased public attention to the Great Salt Lake crisis by being featured in three Fox13 TV news stories, several news articles (including one on the front page of the Salt Lake Tribune on April 23, 2024), and a short film and a documentary film. The depth and breadth of all the work accomplished by the YCGSL has been truly incredible.

In addition to our Great Salt Lake focused efforts, our 2023-2024 Environmental Ministry efforts include:

Voter Outreach Project – This project was dormant for most of the past year, but restarted at the end of April 2024. We will be writing postcards to people who are registered to vote but who have poor voting track records, and are either persons of color in states that have passed laws making it harder to vote, or people who prioritize the environment. Coordinator: Steve Glaser

Our recycling program includes two recycling stations located inside the church and recycle bins outside. We work with Terracycle and the Utah Recycling Alliance to take hard-to-recycle items, including oral care product packaging, worn-out socks, cereal box liners, and depleted pens and batteries. These may be dropped off in the marked bins on the shelving unit in Eliot

ENVIRONMENTAL MINISTRY CONTINUED

Hall on Sunday mornings. There is also a paper, cardboard, plastics, and aluminum can recycling station in the Religious Education (RE) building at the South exit. Jim French has been diligently running our recycling program for the past twelve years, but is stepping down from this role. Gene Mahalko, Lynna Muller, and Karen Cone-Uemura have stepped up to replace him. Many thanks to Jim for all he has done, and a big welcome to Karen, Lynna, and Gene!

The purpose of the SWAP is to share what we have with each other, our neighboring community, and others in need. In this way, we reduce waste, recycle what we don't need, reuse what others don't need, and share our abundance with others. Bring what you don't need, take what you need, no money exchanged! You can even try out something new that you would never purchase, but since it is FREE ...why not experiment, just for fun! We have had 3 successful SWAPs since we restarted them (post-COVID): April 29, 2023, November 18, 2023, and April 20, 2024. The November one had the best turnout. Items that were not taken were picked up by The Other Side Thrift Store, or donated to either the DI or Crossroads Urban Center Thrift Store. We had 10 volunteers help throughout the 8am-2pm time frame. The SWAP is co-coordinated by Sandy Harty and Anna Fonnesbeck.

Reading/Discussion Group - In September 2023, we began a reading/discussion group focused on environmental issues. We meet monthly on Zoom. Much of our reading of articles and books this past year focused on Great Salt Lake. We have also read about the psychology of activism, keeping our hopes realistic, and continuing on. We have averaged about 10 participants each month. Sandy Harty is the organizer. Amy Brunvand has been the primary discussion leader. Susan Jarvis and Joan Gregory have provided much support and guidance.

Communication of Environmental Issues to the Wider Community - The Environmental Ministry Facebook group disseminates information on local environmental happenings and concerns. Postings highlight events sponsored by First Church's Environmental Ministry and events sponsored by other environmental organizations. Relevant news and opportunities for action are also shared. The group has 174 members and averages one to three posts per week. Posts are generally seen by ten to twenty people. Leslie Loeffel manages the Facebook Group. We have formed a Communication Group: Leslie Loeffel, Morgan Ricks, Joan Gregory and Sandy Harty to take a closer look at our communication methods to evaluate our communication tools and strategies.

ENVIRONMENTAL MINISTRY CONTINUED

Climate action and climate justice call us to mitigate (reduce) climate change, along with better adaptation (coping) and increasing resilience (ability to adapt) to increasingly disastrous climate impacts. These goals call us to balance urgency with open minds and hearts to learn and collaborate with communities most impacted. In 2023-2024, we continued to assess several long-term NetZero efforts in collaboration with the Buildings & Grounds Team and in partnership with the UUA, and other faith-based organizations, including UUA Green Sanctuary designation; meeting or exceeding the Cool Congregations standards; and taking action on climate justice in collaboration with UUA Create Climate Justice. These NetZero efforts are co-coordinated by Lee Shuster and Joan Gregory, jointly with the Building & Grounds and Environmental Ministry Teams in collaboration with Laura Smith, Kevin Emerson and Steve Connor.

Tending SOIL: Skills, Organizing, Interdependence, Liberation – Tending SOIL is 6-month long social and environmental justice leadership training program under UUA Side With Love, providing training and practice in skill building, organizing, interdependence and liberation. Each Tending SOIL team focuses on a specific social or environmental justice effort. Our Tending SOIL team is organizing to support Victor Puertas, friend of our Environmental Ministry community and advocate for the land. Victor is indigenous from Peru, an immigrant to the U.S., and a person of color who lives with his family in Provo. Victor went to Atlanta, GA to support the marginalized community there whose forest is being destroyed by the construction of Cop City. On Mar 5, 2023, Victor was arrested while attending a music festival a mile away from a protest site. He was imprisoned for 11 months and is facing domestic terrorism and RICO charges. We are working on ways to support Victor during this time as he waits and prepares for his trial. Our Tending SOIL – SLCUU Team includes Joan Gregory as mentor and team members: Katie Swade, Andre LaFleur, and Sheldon Bradshaw.

This year Environmental Ministry has been co-coordinated by: Joan Gregory, Steve Glaser and Cathy Chambless. Joan Gregory and Cathy Chambless will be stepping into more advisory roles next year with Sandy and Steve Harty joining Steve Glaser as co-coordinators. Both Rev. Monica Dobbins and Rev J have served as our advisors this year. We have 20 members and friends who have participated in planning and supporting our efforts this church year: Amy Brunvand, Andre La Fleur, Carole Straughn, Danielle Droitsch, Gene Mahalko, Jim French, Judy Lord, Karen Cone-Uemura, Katie Swade, Laura Smith, Leslie Loeffel, Lisa Mountain, Liz Weight, Lynna Muller, Morgan Hicks, Roy Smeal, Sandy Harty, Sheldon Bradshaw, Steve Harty, Susan Jarvis, plus many more who have volunteered and participated in events and actions we have planned or shared.

ENVIRONMENTAL MINISTRY CONTINUED

Recruitment - Environmental Ministry Team is seeking more volunteers. Volunteers are needed to support all the subgroups listed above as well as to support administrative tasks of the team such as tabling at church on Sundays, sending email notifications of events and calls for action, managing social media and writing articles for The Torch. Meetings are held twice monthly on Zoom.

To join our Environmental Ministry mailing list, send an email to green@slcuu.org. Check out our Facebook group and a website. Volunteers are always welcome. Stop by our table in Eliot Hall to learn more. Come join us!



Great Salt Lake Vigil at the Capitol Bldg



Rally to Save Great Salt Lake 1-25-24

2023 SUMMER FORUM SERIES June 18 – August 20, 2023

THANK YOU TO ALL OUR GUEST SPEAKERS, HOSTS, VOLUNTEERS AND STAFF FOR ANOTHER SEASON OF SUMMER FORUM!

Sunday 6/18/2023 10am "Echoes and Reverberations: Unitarian Journeys"

Speaker: Dylan Swick, President of the Board, UU Church of Ogden

Host: Jim Catano

Sunday 6/25/2023 10am "Ukraine"

Speakers: David Schwendiman, former War Crimes prosecutor in Bosnia

Gene Fitzgerald, Professor Emeritus Russian Language & Literature, U of Utah

Host: Tim Chambless

Sunday 7/2/2023 10am "Decarbonize Your Home & Save"

Speaker: Kevin Emerson, Utah Clean Energy

Host: Lee Shuster

Sunday 7/9/2023 10am "A Transformed Life: Ten Lessons I've Learned as a Transman"

Speaker: Beck Miller, First UU Lay Minister

Host: Steve Grizzell

Sunday 7/16/2023 10am "Health Politics and Healthcare Outcomes in Utah"

Speaker: Rep. Jen Dailey-Provost

Host: Jim Catano

Sunday 7/23/2023 10am "Saving the Great Salt Lake"

Speakers: Kelly Hannah, Friends of the Great Salt Lake

Rep. Joel Briscoe

Host: Steve Grizzell

Sunday 7/30/2023 10am "Immigration - Problems and Solutions"

Speaker: Leonor Perreta, Attorney

Host: Mark Rothacher

Sunday 8/6/2023 10am "Air Pollution"

Speaker: Brian Moench, MD Utah Physicians for a Healthy Environment

Host: Liz Weight

Sunday 8/13/2023 10am "Bear River Restoration"

Speaker: Bradley Parry, Project Manager (Construction and Water Management Specialist) Northwestern Band of the Shoshone Nation

Host: Gene Mahalko

Sunday 8/20/2023 10am "Homelessness, Mental Illness & Addiction"

Speakers: Mary Anne Davies, Supervising Attorney Disability Law Center

Allison Trujillo, Advocate/PAIMI Coordinator Disability Law Center

Bernie Hart, President Understanding Us

Host: Bernie Hart

UU MINDFULNESS MEDITATION SANGHA - COLLEEN BLISS

Shirley Ray, Guiding Teacher

The UU Mindfulness Meditation Sangha meets every Sunday for Dharma teachings with meditation, discussion and metta that may support and enhance individual contemplative practice. All are welcome at 10:05 am in the Parlor, and on zoom. Participants attending by Zoom can join the Sangha at 9:50 am for community sharing before the formal portion starts at 10:10 am. This allows participants to attend either the 9am or the 11am Church service while also attending the Sangha in between. This hybrid Zoom/in person meeting accommodates members who have physical disabilities in coming to our Church and our out of state members. It also promotes COVID safety. We begin with a Dharma talk, followed by 20 minutes of guided meditation, and then discuss the topic for 10 minutes in breakout groups. We end in time to attend the 11am Sunday Service .

Sundays are led by Colleen Bliss, Rick and Audrey Langer, Gina Kiechle and Shirley Ray.

The guided meditation is suitable for all levels of practice. We pause for reflection with the intention of understanding and deepening mindful attention in our lives. We conclude by sharing metta/loving kindness.

The proposed summer schedule will start at 8:15am on 26 May for hybrid Zoom/in-person meditation from the Parlor.

Additional Activities include:

Tuesday Mornings: Walking Meditation,

First Tuesday we walk in Red Butte Garden 9:00 am

Other Tuesdays, Arrowhead Park, Jordan River Parkway led by Catherine Groseclose

3rd Thursday Evening: We meet at 6:30 pm to discuss “What the Buddha Taught”, on Zoom, with discussions offered by our teachers, followed by meditation and metta blessings.

A Mindfulness Meditation Class and half day retreat was led by Shirley Ray in January 2023

We are currently studying Mingyur Rinpoche: The Joy of Living Tibetan

Prior Topics Of Study: The Sangha has studied and discussed:

- Jack Kornfield: The Wise Heart Theravada
- Atul Gawande: Being Mortal

UU MINDFULNESS MEDITATION SANGHA - CONT

- Matthieu Ricard: Why Meditate? Tibetan
- Thich Nhat Hanh: The Art of Communicating Zen
- Tara Brach: Radical Acceptance Theravada

Our Sunday UU Mindfulness Meditation Recordings are found on YouTube, playlist: <https://www.youtube.com/playlist?list=PL9pZa8Nx7MOaBhSPPfpwvFEpxOFbV6bbV>

Also on YouTube you will find our discussions/course on "Aging, Illness and Death with a Knowing Heart" which included special guests Prof. Roland Griffiths of Johns Hopkins Medical School, Nancy Nightingale Phd. Multifaith Ministry, Chaplaincy and Shaman, and Dr. Bruce Agneberg medical specialist in Hospice Care.

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

"What the Buddha Taught" discussion recordings are found here:

https://www.youtube.com/playlist?list=PL9pZa8Nx7MOY_SEcoyHtl2Qgerk9L1vGH

In addition to the Torch invitation, we send a weekly email to our members which includes the Sunday Zoom link, weekly offerings, and the link for our YouTube recordings. There are 20-30 attending Sangha Sundays regularly, with an email list of 137. Our email list includes both friends and members of First Church.

All are welcome: Please contact meditation@slcuu.org with questions, or to be added to our email list.

FUN TEAM - DOT VERBRUGGE

The First UU Fun Team launched in March of this year. The purpose of the Fun Team is to provide opportunities for all generations to actively engage with each other through fun and inclusive activities to build community, trust, and relationships at First UU.

Fun Team is "Umbrella Team," where the Fun Team Co-Leads, Dot Verbrugge and Carly O'Malley, will serve as administrators, and the main activities are set up and run by Sub Teams, who will complete a form to launch their team.

The Fun Team leads will receive and review all Sub-Team forms to ensure their activities align with the church mission. They will also report to Rev J (and the congregation) based on updates from the Sub Teams.

FUN TEAM - DOT VERBRUGGE

Once approved, each Sub Team will have two Co-Leads who will organize and coordinate fun and inclusive activities for the segment of the congregation that they serve. So far, these Sub-Teams are underway with the following leads:

Dinner & Dialogue - Cathy Chambliss / Sharon Strong / Catherine Gloseclose

30's/40's & Thriving - Heather Heaton

Women's Circle - Jan Crane / Donnie Davis

COFFEE HOUR REPORT - GENE MAHALKO

This was a “back to normal” year for Coffee Hour. The number of volunteer baristas was back up to normal levels. In-person attendance and hence coffee demand per week was still a little lower than pre-Covid, attributable to online attendees. There has been the usual constant drizzle of turnover, and an equally constant supply of new recruits/trainees thanks to Kira. We are grateful for the services rendered and the new people willing to step up.

We note that there is a more or less constant need for new volunteers, and there is a significant startup time to recruit and train new people. It takes at least a couple weeks of training to get new people oriented.

Kira Kilmer has been handling the recruiting and scheduling and training scheduling again this year. Gene Mahalko has been handling the purchasing, general housekeeping and supply stocking during the week, weekly assignment reminder emails and software maintenance. For 2024-25, Heather Hucks has agreed to join the Coffee Hour Admin team, and Gene will be returning to “regular barista” duty. He will continue to help out with supplies and housekeeping during the week. Thanks to Gene for his years of admin service, and to Kira for scheduling, and for staying on as scheduler for one more year, and to Heather for stepping into the new role.

And of course thanks to all of our volunteers, veterans with their institutional memory and new recruits with their enthusiasm, who make coffee hour happen.

There have been no significant changes to our equipment and procedures this year. The only anticipated change for next year is transitioning the scheduling software from pbworks to Breeze.

ADMIN TEAM REPORT - ANDREA GLOBOKAR, STEFANIE PARK

The Admin Team supports the Church Administrator with office projects and organizing.

These include counting the revenue from collection plate, coffee donations and rent, filing, inventory, replacing pew cards, church wide mailings and any other tasks that come up in support of church administration that do not require the attention of the Church Administrator.

Participating on the Admin Team is a volunteer opportunity designed to fit varying schedules. During this past church year volunteers have counted cash revenues on a weekly basis, inventoried files, filed records as needed, replaced pew cards on a weekly basis, stuffed envelopes and prepared mailings as needed, cleaned closets and storage areas and helped with organizing spaces throughout the church.

Members of the Admin Team include: Andrea Globokar, Cathy Chambless, Nancy Howard, Don Walton, Julia Kleinschmidt, Nancy Lindsley, Nancy Docherty, Nancy Moos, Christina Doak, Sylvia Gray, Sonja Chesley, Beth Brennan, Susan Barnum, Jonathan Nolan, Donnie and Phil Davis, Sharon Strong, Tamera Springer, Stephanie Gordon, Lissa Lander, Kira Kilmer and Camille Pierce, several that have recently joined the team and as we look forward to the next church calendar year.

Members of the team meet together on an ad hoc basis at the request of the Church Administrator. The entire team meets for a social gathering during the church year.

The Admin Team is seeking new members for the next church year! And a shout out to all those that have helped during this last year. Your assistance is so greatly appreciated - THANK YOU!!

Respectfully submitted, Andrea Globokar, Team Lead



FIRST UNITARIAN CHURCH OF SALT LAKE CITY

