

The Beacon

South Valley Unitarian Universalist Society



Volume 40, Issue 5

May 2020



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SVUUS EDITORS:

Beacon-
admin@svuus.org

For information on the
Happenings email newsletter,
the web site or our email lists,
please contact
communications@svuus.org



May 3: Courage to Rise

Rev. Lora Young

May 10: Flower Ceremony: Blooming Where We Are

Rev. Karen Madrone

May 17: Youth Led & Bridging

Rebecca Britt, Acting DRE

May 24: Accepting Emotions

Rev. Karen and Max Hirrill

May 31: Serving Joyfully: Honoring our teachers, volunteers and long-term members
Rev. Karen Madrone

LEADERSHIP DIRECTORY

****For urgent issues please call the main office or the Caring Circle (listed further below)**

MINISTER
Rev. Karen Madrone
minister@svuus.org
801-810-6184

SVUUS BOARD OF TRUSTEES

Ann Scarborough, President 952-994-1790
Bubble Emerson, Secretary
Phil Quigley, Treasurer 801-201-0906
Denna Wright, Vice President 801-274-0756
Juergen Korbanka, Trustee 801-979-3020

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Cindy Martin 801-944-9723
Email: admin@svuus.org
Office Hours:
Tuesday - Thursday 12:00-5:00 pm
Friday 8:00-1:00pm
*Third Tuesday of the month 2:00-6:00pm
** Third Wednesday of the month 8:00 am - 12:00 pm

RELIGIOUS EXPLORATION

Rebecca Britt (Acting Director) 801-214-8340
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CARING CIRCLE

Ines Korbanka 801-979-3020
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[SVUUS Web Site](http://www.svuus.org)
www.svuus.org

SVUUS News & Community Email Lists

South Valley has two email lists, one for official announcements and the other for communications within the congregation.

To send a message to the list, simply address it to: community@svuus.org

From the Board of Trustees

Joyful May to everyone!

As a community, we have been living within the expectations of social distancing and self-quarantine for an entire month now. This unprecedented time has slowly become our new normal. If you are like me, you might have a home chalice that lives near the couch at all times, ready for Sunday Services or other SVUUS zoom get-togethers. In our weekly Zoom worship services, SVUUS has brought the love of our church and spirit of love into every participant's home. We have found ways to survive in quarantine and I am very grateful to be part of a generous community that supports one another, particularly those who are struggling with income loss, health, or even just feeling the pains of isolation. In a time where so many parts of our everyday lives have had to stop, I am so pleased that South Valley does not!

I am grateful that we have had this entire month to adjust to online church attendance. Many of us have learned how to use the software that, just two months ago, we might not have even heard of. This will prove to be absolutely crucial as we hold two of our most important meetings through Zoom this May.

For UU congregations across the country, May is our season of living our 5th principle through congregational meetings and important decisions. SVUUS is lucky enough that this month, we have *two*...and *both* meetings are vital to our congregation and vital that you attend!

Congregational Meeting to Call Rev. Lora as Settled Minister: May 3rd at 12:30

Our first meeting on May 3rd is the culmination of a year of hard work put forth by our Ministerial Search Committee. We are ever grateful that their search has resulted in a minister who they love...and who loves SVUUS right back! Hopefully, you have already met the Reverend Lora Young, hailing from Santa Barbara, CA, in one of our many Zoom-room get-togethers for her candidating week. This first Sunday of the month after her second worship service, we will vote on calling her as our settled minister.

In this meeting, you can expect to hear from the hard-working Ministerial Search Committee, as well as from our president, Ann Scarborough. We will also have time to hear from *you*, our congregation! After you have had a chance to speak your thoughts in Sunday's meeting, we will have a voting recess. *All voting will be completed by email*, so if you did not receive a test email yet, please let us know!

Annual Congregational Meeting: May 17th at 12:30

The second meeting on May 17th is our annual congregational meeting. This meeting will allow us to vote on a new budget, fastidiously crafted by our Treasurer and the Finance Committee. We will also vote on new members of the Leadership Succession Committee, Endowment and Board of Trustees! We look forward to bringing the strength and numbers back to a 7-person board and look forward to your votes for their participation!

Additionally, this meeting provides the final step for one of my personal projects: our bylaw amendments! The Bylaws Task Force has worked over the past eight months to help clean up our bylaws. We found a few contradictions, a few inaccuracies, and a few places where we had the opportunity to be a more welcoming, progressive-thinking congregation within our bylaws themselves. We have proposed a list of changes (in this same Beacon!) and will vote on making them formal amendments at this same meeting.

Just like the May 3rd meeting, *all voting will be completed by email*. Our annual congregation meeting, which has more than the simple one question to vote on, will have multiple ballots for you to electronically submit.

This month is going to fly by! May we remember that we are apart right now so that when we gather together again, none of us will be missing. Take time this month to enjoy the beauty of Utah's late spring and the holiness of solitude.

In community,

Alaina Hendricks

(Secretary, Board of Trustees)

Report from the monthly Board Meeting

Our Board of Trustees had some weighty issues to consider as we plan for the upcoming Congregational Meetings:

- 1) May 3rd Congregational Meeting to Vote on our Ministerial Candidate, the Rev. Lora Young, to become our Settled Minister, and
- 2) May 17th Annual Congregational Meeting where we recognize leaders in our SVUUS community, approve the annual budget, approve the recommended incoming Board members, entertain nominations for unfilled positions, and vote on proposed updates to our Bylaws.

The Board revisited the decisions to 1) Continue paying our employees and independent contractor's full salaries and 2) To continue keeping our building closed due to the COVID19 coronavirus recommended restrictions. The Board voted to continue both actions and will review at the May Board meeting on May 19th.

Phil Quigley, our Board Treasurer, gave an update on our current financial situation, which is fairly stable with current pledging down only 5% from the budgeted amount. We discussed at length the SBA Disaster & Recovery Loan which Phil applied for with the Board President's support. No updates from the government had been received by April 21st. The Board affirmed the decision to apply for this loan but discussed at length whether it would be ethical for us to also apply for the Paycheck Protection Program (PPP). The Board reached consensus that we want that money to be available to other nonprofits and small businesses in more dire circumstances than SVUUS. It was agreed not to pursue this additional assistance at this time.

Ann Scarborough, Board President, provided an update on the Stewardship Drive and Challenge Match results. The current pledge total for the fiscal year July 2020-June 2021 is \$181,661. The Challenge Match grew from the initial amount of \$4000 to \$7150. That amount was matched and surpassed! So, the Challenge spurred additional giving of almost \$20,000! We are SO IMPRESSED and GRATEFUL for the faithful and generous people of South Valley! Our Treasurer brought up the fact that we have had up to \$20,000 authorized to take from the Endowment Fund this year. However, with the market down, our Treasurer's strategy is to avoid doing that. Those funds may be needed in the next quarter to help cover the prospective Settled Minister's moving expenses.

An update just announced today, April 23, 2020 is that our SVUUS community has been awarded a loan to grant from the SBA Disaster & Recovery Program! This landed in our bank account with no advance confirmation! We are grateful for this, which will help us cover wages and any operational expenses that we could not cover. We have to stay within the government recommendations in order for this loan to become a grant that we don't have to repay. We have much to be thankful for!

The Board spent time assigning duties for the upcoming Congregational Meetings, so we hope you will all plan to attend those zoom meetings!

Respectfully submitted, Ann Scarborough/Board President

From Our Minister

Dear South Valley community,

I am writing this to you the day before your ministerial candidate, Rev. Lora Young, begins her candidating week. I hope that this week is a wonderful time for connecting and joy for all of you! By the time you read this, South Valley will have had seven fully online services! This pandemic has forced all of us to work and live in ways we never imagined before mid-March. It has been a wild and intense ride. I'm very proud of all the work that South Valley has done to support each other through this crisis. You have proved to be a strong community that can work together very well.

May is going to be a month of end of year rituals and celebrating all that South Valley has accomplished together. I'm looking forward to the modified flower communion we are going to celebrate together on May 10th, a service that Max Hirrill and I are going to lead together on May 17th, the youth led bridging service on May 24th and the service on May 31st that will honor South Valley's teachers, volunteers and long term members. This will be a wonderful month of both review and celebration!

May the spring flowers bring you joy wherever you are. The mountains remind me of all that humanity has experienced over time and that we will continue to work together to make the world better for all people everywhere.

Much love to you,

Rev. Karen



Announcement of Congregational Meeting to Vote for a Settled Minister

The South Valley Unitarian-Universalist Society Board of Trustees is announcing that the Congregational Meeting to vote for the candidate for Settled Minister, the Rev. Lora Young, will take place on Sunday, May 3rd. This will take place through a Zoom meeting to honor physical distancing and to protect our health. The meeting will begin at 12:30 pm. You will be able to join at 12:25 pm.

Members of SVUUS are eligible to participate in this vote and we will need 56 to fulfill the requirements for a quorum. The voting will take place by email, unless you do not have email and want to register your vote by phone. We mailed out a test email this next week to make sure that we have the correct email addresses for all members, and we need you to reply. Please contact Ann Scarborough at 952.994.1790 or email her at ann.scarborough@svuus.org to ask for assistance with joining the Zoom meeting.

There will be a 30-minute recess to tabulate the votes, then we will reconvene to make the announcement of the results. Rev. Lora will be invited to join us at the closing. We need you! Please mark the date/time and plan to participate!



Congregational Meeting Agenda

To Vote for our Settled Minister, the Rev. Lora Young

- Meeting Date:** Sunday, May 3rd, 2020 at 12:30 pm
- Meeting Location:** Zoom meeting due to COVID19 coronavirus restrictions
- Meeting Called by:** Ann Scarborough, Board President **Type of Meeting:** Vote to Elect a Settled Minister
- Board Members:** Ann Scarborough (President,) Denna Wright (VP), Phil Quigley (Treasurer), Alaina Hendricks (Secretary), Juergen Korbanka (Member At Large)
- Other Participants:** Paul Barron (Parliamentarian)

Topics for Discussion	Led By	Purpose
Welcome and Covenant	Ann Scarborough	To affirm our Covenant
Opening Words & Chalice Lighting	Rev. John Cooper	To center and ground ourselves
Review/Acceptance of Meeting Rules	Paul Barron	To share the rules of the meeting
Quorum established 139 members	Paul Barron	SVUUS Bylaws: 40% of total membership Affirmation by 90% of members <i>present and voting</i>
Recommendation by Ministerial Search Committee	Kris Berg and Bryan Debbink	To move that we vote to accept the Rev. Lora Young as our Settled Minister
Discussion-Limited to 2 minutes each	Ann Scarborough	To permit people to express their thoughts and feelings
Vote for Settled Minister	Ann Scarborough	Due to the pandemic restrictions, this vote will be carried out via email
Recess	Ann Scarborough	To allow time for the votes to be tabulated
Results and Announcement	Ann Scarborough	To introduce our Settled Minister to the SVUUS beloved community
Adjournment & Celebration	Ann Scarborough	All are encouraged to welcome Rev. Lora

Opportunities and Announcements

Prayer Shawl Ministry

The prayer shawl group will hold its next meeting on Thursday, May 28, at 3:00 p.m. in the Senior High Room. Anyone who is interested in knitting or crocheting shawls or afghans to contribute to the Prayer Shawl ministry is welcome to join us. If you are interested and have questions, you can contact me at lorriquiqley@msn.com.

Sacred Seniors

You are invited to join me (Cindy Martin) for a time to: Check in, Pray, Meditate, Uplift and Heal. Continuing May 1st, 15th, 29th at 1:00 pm via Zoom URL <https://zoom.us/j/530807620>.

SVVUS Offering Split Recipient for May - June

Here at South Valley it is our practice to share our worship service offering split with a charitable organization that shares our values and principles and is making a difference in our larger community. For May and June, we have selected the **Navajo and Hopi Families COVID-19 Relief Fund**. This organization, founded and operated by indigenous community organizers, is responding to the health crisis by raising funds and organizing delivery of groceries, water, and health supplies directly to vulnerable Navajo and Hopi elders and their families.

Their mission is to "help the elderly (especially those raising their grandchildren), the immunocompromised and mobility impaired, single parents, and struggling families by helping them buy groceries, water, health supplies, and necessary items so they and their vulnerable communities can be protected from exposure to the virus." As of mid-April they had received over 1600 requests for help. With high rates of diabetes, asthma, and heart disease, many Native American Elders are at great risk of infection. Grocery stores and healthcare centers are few, and many homes do not have running water or electricity. Learn more at: www.navajohopisolidarity.org

Book Group

Meeting for Book group to review the end of "White Fragility" is postponed. After the review of that book we will begin "Braiding Sweetgrass" the first 200 pages.

CUUPS News

CUUPS will continue collecting pet food cans until such time as the church is reopened again. Thank you in advance for your help to the shelter during these uncertain times.



Annual Congregational Meeting Agenda

Meeting Date:	Sunday, May 17, 2020 at 12:30 pm
Meeting Location:	Zoom meeting due to COVID19 coronavirus restrictions
Meeting Called by:	Ann Scarborough, Board President
Type of Meeting:	Annual Congregational Meeting
Board Members:	Ann Scarborough (President,) Denna Wright (VP), Phil Quigley (Treasurer), Alaina Hendricks (Secretary), Juergen Korbanka (Member At Large)
Other Participants:	Paul Barron (Parliamentarian)

Topics for Discussion	Led By	Purpose
Welcome and Covenant	Ann Scarborough	To affirm our Mission and Covenant
Opening Words & Chalice Lighting	Rev. Karen Madrone	To center and ground ourselves
Review/Acceptance of Meeting Rules	Paul Barron	To share the rules of the meeting
Quorum established 139 members	Paul Barron	SVUUS Bylaws: 20% of total membership (28)
Approval of Minutes from 2019	Ann Scarborough	To follow Robert's Rules of Order
Interim Minister's Report	Rev. Karen Madrone	To review and celebrate highlights of her ministry with us this past year
Director of Religious Exploration Report	Rebecca Britt, Acting DRE	To review and celebrate RE programs, adaptations to the COVID19 crisis, and looking ahead to next year
Recognitions	Jill Eichbauer	The Leadership Succession Committee, led by Jill, to honor those leaders who are retiring
Special Recognition	Lorri Quigley	To award a special honor
Voting for New Leaders presented by Leadership, Succession & Development	Jill Eichbauer, Ann Scarborough and Paul Barron	To elect incoming leaders: Board, Leadership Succession and Endowment Committees
Presentation of Proposed Bylaw Updates	Alaina Hendricks and Paul Barron	To inform why changes are needed and how they will help us live into our UU Principles
Vote to Approve Bylaws	Ann Scarborough	Discussion- 2 min. ea./Due to the pandemic restrictions, this vote will be carried out via email

Presentation of Proposed Budget Discussion- 2 min. ea.	Phil Quigley, Board Treasurer	To inform the community of how the Board proposes to manage uncertainties of the COVID19 crisis and to share alternative budgets for living within our means
Vote to Accept 2020-2021 Budget	Ann Scarborough	Discussion- 2 min. ea./Due to the pandemic restrictions, this vote will be carried out via email
Closing Words & Extinguishing Chalice	Rev. Karen Madrone	To celebrate and honor a special year in the life of our beloved community
Adjournment	Ann Scarborough	

Nominees for the Board of Trustees

Be part of the Decision Making!

Are you interested in using your leadership skills to help a cause you care about? Maybe you would like to develop better leadership skills in a nurturing, non-competitive atmosphere. Consider joining the SVUUS Board of Trustees. Our Board is still in need of one member to join for a three-year term. It is an exciting time to join the Board. With the likelihood of a new settled minister and a majority of Board Members new this church year, SVUUS will be redefining itself. Be part of the decision making!

We are also looking for one member to serve a three-year term on the Endowment Committee. The Endowment Committee determines when funds from the SVUUS endowment should be taken out for special use. Our funds are invested with a financial manager, so it's not like the EC has to make stock trading decisions. A certain level of financial acumen is a good thing, for instance, understanding your household budget.

If you are interested in learning more about what is involved in being on the either of these committees, please email Jill Eichbauer at jeichbauer@yahoo.com or any of our wonderful Board Members or Endowment Committee members (Ted Gurney & KC Tabor). I would be so happy to have the nominees to present at our May 17, 2020 annual meeting. If not, we will be accepting nominations from the floor.

Sophia Hawes-Tingey

Sophia came to South Valley in November 2010, having left the congregation at First Unitarian Church of Louisville, and a job at Fort Knox, for a job at Overstock in Cottonwood Heights. South Valley was third UU church for Sophia in as many years, having first attended Westside Unitarian in Fort Worth in 2008. In Louisville, Sophia served on the membership committee as the greeting coordinator. Shortly after arriving at South Valley, she was recruited to chair the welcoming committee and co-chair the membership committee, which she did for the next two and a half years.

The granddaughter of two Baptist ministers, Sophia was taught by her mother the importance of ministering to the minister and has a strong sense to being called to service, wherever that may lead. For that last several years, that call has taken her into community advocacy, serving five years on the Midvale Community Council, and assuming leadership roles in various organizations, including the Utah Stonewall Democrats, the Transgender Inclusion Project, the Women's State Legislative Council of Utah, the Utah Democratic Party, and more recently the ACLU of Utah. Sophia recognized the call to service when approached by the Leadership Committee and looks forward to bringing her experience to the Board of Trustees.

Juregen Korbanka

South Valley has been my spiritual home for about 20 years. Initially, my wife Ines attended in search for a community for our then young children. She "converted" me by telling me that I could bring and drink coffee during the service. This proposition intrigued me to attend my first service. . .

After officially joining, I served for several years on the personnel and then finance committee. As other commitments took over my life, I have been a rather passive member of SVUUS, attending some social events, but very few services. After Ines and I became "empty nesters" we have been thinking about getting more involved again. The invitation to join the board at this time provided additional impetus. Additionally, having given up my secondary, part time, employment has freed up some time. I hope to bring a different perspective to the board and look forward to serving in that capacity.

Scott Renshaw

Scott Renshaw has been attending SVUUS with his family since 1999 and has been a member for nearly 20 years. During that time, he has served a previous three-year term on the Board of Trustees, including two years as President. Among his other roles, either individually or with his wife Laura, are co-chairing Membership, Stewardship, Worship and Auction Committee.

Sarah Nicholson

Resides in West Valley City. She is a high school math teacher of 22 years and a single mother of five children ranging in age from 9 to 23. She first attended SVUUS in early 2012 on a weeknight to participate in an integral spirituality class taught by Teresa Whiting. She attended Sunday services a few times with her children, while questioning her LDS faith tradition.

In October of 2018, her heart lead her back to South Valley, away from her service as an organist in her local LDS congregation. She immediately joined the choir and became an active participant in the SVUUS community. Sarah chose to become a member of UU in January of 2020. Despite her busy schedule, the feeling that she should serve on the board could not be ignored. Once again following her heart, she volunteered to serve as treasurer, as suggested by Ann. She is excited and nervous to face this new adventure!

David Norton

David Norton is nominated to serve a three-year term on the Endowment Committee.

David Norton has been a member of SVUUS since 1996. He has been a member of the Finance Committee since 1998, and Chairperson of this committee since 2014. He also has served on the Worship Committee, the Personnel Committee, and was chairperson of the Auction Committee in 2000 and 2001. David also assists at Sunday services several times a year by providing music. Professionally, he is a Human Resources Business Consultant, and has worked in the HR field for over 30 years. He and his wife, Mary, live in Murray.

Bylaw Change Proposals for SVUUS, Spring 2020

Old text is denoted by strikethrough. New text is denoted by underlines.

1. Pronoun changes to be more inclusive

Article III Section 5:

A member's name may be removed from the membership roll when he/she dies they die, moves away and no longer contributes to the support of the Society, cannot be located, fails to make a contribution... Article VI Section 4:

...the person selected is to serve until the next congregational business meeting is held, at which time he or she they must be officially nominated and elected... Article VIII Section 2:

The minister(s) shall be an ex officio member(s) of the Board of Trustees and all committees but without a vote; he/she they shall not be a member... Article VIII Section 4:

Should the minister(s) offer his/her their resignation... Article XI Section 5 (8):

Members shall at all times refrain from any conduct in which his or her their personal interests...

2. Changes to Article IV - Affiliation, to bring bylaws in line with the reorganization of the UUA into regions instead of districts:

This Society shall be a member of the Unitarian Universalist Association and its designated district. This Society will cooperate in extending the interest of the Unitarian Universalist movement. It is the intention of this Society to make annual financial contributions equal to its full share as determined by the Association and District.

3. Change to Article VI Section 1, to explicitly state a requirement of Utah nonprofit law:

...Members of the Board of Trustees shall be members of this Society for at least six months prior to election and shall be at least 18 years of age.

4. Article VI, Section 7 - Leadership Succession Committee, Change 'A' to 'The'

A The Leadership Succession Committee shall work to develop skills...

5. Change to Article VI Section 8 - Regional Participation, change wording for readability

Strong efforts toward a liaison and close coordination with all other Unitarian Universalist societies within our geographic area shall be maintained. The Society shall participate to the extent possible with other Unitarian Universalist congregations in the geographical area.

6. Change to Article VIII Minister(s) Section 2, to reflect current terminology

... shall not be a member of the Nomination Leadership Succession or search Committee.

7. Create a Cover page and add the SVUUS Mission Statement.

South Valley Unitarian Universalist Society Bylaws Approved <date>

Mission Statement *We are a community of hope for religious explorers who wish to transform our world into a more just, compassionate and sustainable place. We embrace diversity and provide opportunities for creativity, spiritual growth, and celebration of life.*

8. Article II PURPOSE: Modify Section 1 - Covenant: Replace with current covenant language.

peace, to seek the truth in Love, and to help one another. Love is the spirit of this congregation and our service to the world is love in action. We covenant to build a religious community that is guided by love, sustained by respectful relationships and committed to action to make a better world. We celebrate this common purpose whenever we gather and do our best to abide by this covenant

9. Article III - Membership, Section 2 Make clarifications to reflect current interpretation and practice: Any person sixteen years or older who is in sympathy with its purpose and program may become a member of this Society by placing his/her their name on the membership rolls, as witnessed by the minister or a member of the Board of Trustees, and making an annual contribution of record pledge which may be monetary or time in a volunteer capacity. If neither contribution can be pledged, a waiver may be provided to the member at the purview of either the minister or the membership chair. This membership roll shall be open to inspection by any member or prospective member at any reasonable time. Any person, upon recommendation by the minister and membership chair, and decided by the Board of Trustees, may become a Life Time Friend in recognition of this member's long and continued support of 'South Valley Unitarian Universalist Society'.

10. Article VI - Board of Trustees, Section 4 - Duties: Modify text and break into subsections a-c. Note on removal of text to fill a board vacancy: This is being moved to a new section (see below).

Subject to the congregation's direction, the Board of Trustees shall exercise general charge of the property of the Society and the pursuit of the Society's complete program mission.

a. It may appoint committee chairpersons. b. It may fill a board or Leadership Succession Committee vacancy in consultation

with the current Leadership Succession Committee; the person selected is to serve until the next congregational business meeting is held, at which time he or she they must be officially nominated and elected to serve the remainder of the term.

c. All paid staff assignments (e.g., administrative assistant, building and grounds

caretaker, religious exploration director) and their salaries are subject to Board approval.

11. Article VI - Board of Trustees, Section 5 - Meetings. Add quorum definition.

The Board of Trustees shall meet monthly. All board meetings shall be open to any member of the Society. All meetings shall be conducted using Robert's Rules of Order, Revised. A quorum for board meetings is a majority of board members in office.

12. Article VI - Board of Trustees, Section 6 Insert new section 6 regarding Closed Sessions and renumber subsequent sections.

The Board may, by majority vote, enter Closed Session to discuss and deal with legal, employee, or other matters of a sensitive nature. Besides Board members, only guests or staff members approved by the board may attend the Closed Session. The board shall vote to reenter the regular session and shall readmit meeting attendees who were excused from the Closed Session.

13. Article VI - Board of Trustees, Section 6 & 7 (new 7 & 8) Executive Committee and Duties of Officers. Move sentences on duties to new section and outline duties of officers and members. Section 7 - Executive Committee

The Executive Committee of the Board shall consist of the President, Vice President, Secretary, and Treasurer. The minister shall be an ex-officio member. The President of the Board shall be the Chair of the Executive Committee. The duties of the Executive Committee shall be to attend to such details of business as are delegated by the Board of Trustees. The Executive Committee and other board members shall attend to other details of business as identified by the Board of Trustees.

Section 8 - Duties of Officers The President of the Board shall be the Chair of the Executive Committee, shall preside at Board meetings, and shall not vote in Board meetings except to create or break a tie. The President, in consultation with the Board, shall set the agenda for Board meetings. The Vice President shall act as President in their absence. The Secretary shall keep and prepare minutes of the Board and Congregational meetings, and shall make

approved minutes available to the congregation within a reasonable time frame. The Treasurer is responsible for the custody of the Society's funds, and shall report on the funds to the Board and the congregation.

14. Article VI, Section 9 - Board Vacancy (new section, renumber following sections on Leadership Succession and Coordination/Geographical Participation)

Section 9 - Vacancy In the event that a Member of the Board resigns, dies, or otherwise leaves the Board of Trustees before their term has ended, the Board President shall appoint a member to serve for the balance of the fiscal year (ending on June 30th). The permanent replacement shall be elected at the Annual Congregational Meeting and will have a partial term, fulfilling the balance of the original member's term.

15. (New) Article VII - Statements on Behalf of the Society: Add a new section, and renumber subsequent sections.

ARTICLE (VII) - STATEMENTS ON BEHALF OF THE SOCIETY Section 1 - Social Witness Statements A committee or group of 20% or more members wishing to propose an issue on which it wants the Society to take a public stand may petition the Board of Trustees to act upon the issue, using the following process to bring the proposal to a vote:

a. Examine the current UUA social witness statements to determine if the issue is included. If so, then the Board of Trustees shall either approve the proposal without further congregational approval, or place the issue on the agenda for the next scheduled or special Congregational Meeting. b. If the issue is not included within the current UUA social witness statements, the

Board shall add the issue to the agenda for the next scheduled or special Congregational Meeting. (See Article V) Section 2 - Crisis Response Statements In the situation of a crisis, a Crisis Response on behalf of the Society can be shared to the media by the Minister, Board President, or other member designated by the Board.

16. Article IX - Employees, Add three sentences to the end of the section.

It is the policy of South Valley Unitarian Universalist Society to provide equal opportunity in employment, development, and advancement for all qualified persons without regard to age, ancestry, color, domestic partner status, gender identity and/or expression, HIV status, marital status, medical condition, national origin, physical or mental disability, race, religion, sex, sexual orientation, veteran status, or any other non-job-related factor. This policy applies to every aspect of employment, including, but not limited to: hiring, advancement, transfer, demotion, lay-off, termination, compensation, benefits, training and working conditions. It is also South Valley Unitarian Universalist Society policy to provide equal benefits to employees with spouses and employees with domestic partners. All paid staff assignments (e.g., administrative assistant, building and grounds caretaker, religious exploration director) and their salaries are subject to Board approval.

(See Article VI, Section 4) The Society shall strive to provide commensurate compensation for its employees by providing periodic compensation review. SVUUS shall consult the UUA fair compensation standards in its considerations.

17. Add a short title/header to each Section in the Bylaws. This will make the document more usable in finding applicable sections when they are being consulted.

18. Article VIII Section 4 (new section to define relationship between minister and employees)

Section 4 - Chief of Staff The minister(s) shall fulfill the role of Chief of Staff over the staff of the Society.

Religious Education, Growth and Learning

Rebecca will be sending a special Religious Exploration Newsletter--

Rebecca Britt
she/her/hers pronouns
Acting Director of Religious Exploration
(801) 214-8340
Please note my typical work hours fall on Sunday, and Tuesday-Thursday
South Valley Unitarian Universalist Society
An Intentionally Diverse Religious Community
6876 South Highland Drive
Salt Lake City, Utah 84121

Save the Date

June 14 Annual Picnic-TBD

Upcoming Events

May 3 Special Congregational Meeting and Vote
May 17 Annual Congregational Meeting
May 31 Religious Transition Group

South Valley Caring Circle

The members of the Caring Circle provide practical support and/or pastoral care. Please contact the chair of the committee if you need or know of someone who needs our support. To ask for help you may also use the Caring Book by the name tags. The Caring Book is also for joys and concerns; we hope you will share moments from your lives.

CARING CIRCLE Contact Information

Chair: Ines Korbanka (801) 979-3020 or
ikorbanka@gmail.com

Sandy Dreis 801-256-0825
Mel Welliver 801-963-8258
Peter Verschoor 801-649-7609