



Dear Friends,

We are thankful to all of you for making UU Santa Fe a thriving congregation. The commitment of each of you—members, friends, staff—to nurturing our community have kept us able to serve each other as well as the strangers that may seek us out for aid and support in times of need. With our virtual services it is hard to know how many lives we may nurture in times of need. Your support is appreciated.

Thanks to you we can say:

- UU Santa Fe is in a good place financially for a couple of reasons: first thanks to your generous pledges this year and to your contributions during the second appeal in November. Thank you. And second thanks to the generous distribution from the Permanent Endowment Fund due to the growth in the value of the investments in 2021.
- We have a healthy attendance for the Sunday worship services, both in person and on YouTube, thanks to the dedicated members who provide the technical support each week and the creativity of the Worship team. We will continue to offer all services in a hybrid format.
- Programing has remained active with guidance of Kimi Floyd Reisch and Laura Brockington leading the Program Council. The Neighborhood Groups and Covenant Groups have kept our community knitted together. The Justice Council has made good use of the funds distributed from the Permanent Endowment Fund and is helping us live into our values with programs like ADORE: A Dialogue on Race and Ethnicity; support for our community partners; the Butterfly Garden project; and the Domestic Violence team taking two young Indigenous Women to the United Nations Conference on Women.
- Solar is installed and is making a difference in our utility bills and protecting our environment.
- Fundraising this year has been both profitable and fun—strengthening our connections while raising money for operating expenses. Our rentals have more than returned to pre pandemic levels and our building is busy. Groups across the city recognize the value of our welcoming and our covid safe meeting strategies (on line access, air filters) .

We have a small talented staff. Aaron Leventman and Mary Kreutz work with volunteers to manage the office, the building and our finances. Pete Vogel has been working with the facilities team to keep our building in shape for years—he knows every inch of our physical plant. Kimi Floyd Reisch, our Program Ministry Director, supports our digital communications, works with many groups and the Program Council teams to put our

values into action with opportunities for learning, action, and caring. This summer Kimi will be ordained and will complete her D. Min., Lydia Madrick, our music director and primary keyboardist, has been providing music for our community for nearly 30 years. Her skill and her community connections are invaluable.

Rev. Gail is a central part of our team. Called to UU Santa Fe in 2011, she supervises staff, works with the board of Trustees and the Program Council, leads the Worship team and our worship services, tag teams with Membership, Hospitality and Bridges, provides pastoral care, memorial services and weddings, interfaces with interfaith and community allies here in Santa Fe and endeavors to be a calm, sane and welcoming presence in the midst of our community. Rev. Gail is full time, Kimi is $\frac{3}{4}$ time, Aaron and Mary are each half time. Lydia and Pete are each 20% time.

This level of staffing is at the UUA-recommended level for a congregation of our size. We do need to increase the salary for our longer-term staff to bring them into line with UUA guidelines for just living wages here in Santa Fe. Our budget and pledge request reflect our desire to treat our entire staff, both professional and administrative, with respect, justice and yes—love. To that end we will be requesting an 8.3% increase in our budget and pledging this year. We can do this. Consider what we value, what we receive from this UU Santa Fe community. What do you value? What do you receive? Please give with love and generosity.

As we write this, our membership and attendance, our programs and our staffing are all strong and healthy— no small feat after the tumultuous times we have been living through. UU Santa Fe is still here—living out our UU values and working to make Santa Fe and New Mexico happier, healthier places. We need your support to keep doing exactly that.



Rev. Gail Marriner



Sherry Kraemer, President, Board of Trustees