



# ANNUAL REPORT

## 2017

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### **The Mission of Jefferson Unitarian Church**

Guided by Unitarian Universalist principles and powered by the energy and resources of its members, Jefferson Unitarian Church acts to nurture our spiritual community, grow Unitarian Universalism, and transform the world outside our church walls.

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## Annual Report

Rev. Wendy Williams, Senior Minister

Reflecting on our year together fills me with pride. We are living into our new structures with rhythm and confidence, holding with gratitude and reverence the 'can do' which got us here, and allowing our energy to create new things. We continue to expand our capacity to welcome newcomers breaking through previous membership plateaus. I am glad to report that the spirit of this place is strong and dare I say, getting stronger.

Church life is shaped by the quality of the systems which give it form, but form is nothing without a positive energy and spirit to enliven it. The Board and Staff have worked well together by openly living into our roles. We are united in our desire to enhance our impact on people within and beyond our walls. Ours is an equipping ministry that encourages each of us to *Deepen* to our truest self, *Connect* authentically with others, and *Engage* with needs beyond our own. Through Worship and Music, Pastoral Care and Social Justice, Religious Education, Adult Classes and Small Groups, we are finding opportunities to learn with and from one another.

We continue to grow the ways in which people are involved. Gratefully, new people are stepping up and in, whether as teachers or small group leaders, worship associates, pastoral care, social justice, leadership identification and development and Board work.

Our staff team is truly remarkable. Together, we ground our work in spirit, as we do all that is necessary to nurture our leaders and serve our mission and our people.

I want to thank especially Jon Hassinger for his leadership of our Board this year and the group of members who served with him. Each meeting was shaped by the values we share and each task tended to with the vision that most shape our work.

As we grow in our capacity to be a public and personal church, my hope is that we will continue on this strong path living into our faith having a spiritual center and a civic circumference.

In faith and love,

Wendy



## **Board of Trustees**

Jon Hassinger, President

The JUC Board of Trustees set a goal at the beginning of the church year of “living into” the spirit and intention of policy governance. The accomplishments of the Board, serving on behalf of the JUC Congregation, were in large part due to the excellent partnership that we had in our work with our Ministers, Carol Wilsey and the staff.

We completed the final remaining tasks associated with the operationalizing of policy governance including the establishment of a suite of monitoring reports. The Board invested significant time and energy in the evaluation of various means to survey our Congregation and ultimately selected the “Spirit Map” tool as the best way to both gain input on the effectiveness of various programs in achieving our shared strategic goals as well as a means for each of us to do some spiritual self-assessment. We were thrilled to have nearly half of our members participate in the survey and will dive into the analysis of the results as a priority for the coming church year. The Board also invested significant time in developing a deep understanding of the ends statements which reflect the overarching strategic objectives for JUC as well as Wendy’s executive interpretation of those objectives.

The executive interpretation forms a foundation upon which specific near-term goals are built. You’ll see more of those as they are aligned with the results of the Spirit Map survey later in this calendar year. It’s been my privilege to serve as President of the Board this past year during this time of growth, change, and enrichment.

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# DEEPEN



## Worship/Music

Rev. Wendy Williams, Senior Minister  
Rev. Eric Banner, Associate Minister  
Rev. Keith Arnold, Minister of Music  
Emily Conger, Intern Minister



## Mission Statement

To help us deepen to the call love has upon our lives.



## Highlights/Major Accomplishments

Our worship and music continue to work together to gather our people, slow the pace of our lives, and create a container in which we can return with intention and attention to both the truth of our uniqueness and our commonwealth. Sunday morning is more than the face of our church. It is the time in which we directly touch the most people. Our messages equip people for the world in which we live, while being thoroughly steeped in our theological tradition.



Our attendance at worship continues to grow. We experienced an increase after the November 2016 election and have remained fairly consistent in attendance across Sundays since then.



Among our highlights are the following: First, a Blessing Cantata, written by Keith Arnold and Wendy Williams, was brought to life by our choir and a talented orchestra assembled for the occasion. Although it was actually introduced to the congregation last May, the experience continues to reverberate. Second, with Covenant as our annual theme, we invited the congregation to repeat a covenant each week to ground us in the promises we make to one another. Third, the day after the election our staff held space in the chapel for those in need of embrace before heading to work. In the evening, more than 100 people attended our midweek worship. Fourth, in December, still reeling from the election, our theme of presence was brought to life by two experiential worship services. One making room for silence and rest. The other, gifting each and all with a “Rose in the Wintertime,” a reminder that our church always holds people in hope. Finally, our Minister Emeritus, the Rev. Robert Latham led three worship services.

One more highlight is the addition of mid-week dinner and worship services on Wednesdays: Gathered Here. The “We are family” service on first Wednesdays has consistently drawn families who are seeking a mid-week service.

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### Challenges

Our sanctuary, as well as our classrooms, nursery, and parking lot are full. While we celebrate our growth and the enthusiasm and fellowship generated by our members, we are out of space. Studies have well proven that if a space is 80% full, people feel there is no room for them. We are often at that point. Frankly, our parking lot may be worse, causing able-bodied people to the park or golf course. This year, we will likely have new worship times to increase the amount of time between services.

### Work going forward

Worship is a strength that must be leveraged to enhance the number of people we reach and enhance our impact. Thus, beginning in September we will begin live-streaming our entire worship service. This will require a lot of work by our staff and volunteers this summer, as we will need to obtain permission for each reading and song, as well as prepare the right technology.

### Gratitude/Key Players

Special thanks to our **Worship Associates**, ably led by **Gail Abbott**, who put themselves into each reading and finding the best person to share a personal story for our chalice lighting.

## Small Groups

### Mission Statement

To help members deepen to their truest selves and connect authentically with others by engaging in the spiritual practice of deep listening.

### Highlights/Major Accomplishments

At the conclusion of our first year of shared responsibility for Small Group Ministry, Wendy, Annie and Beth celebrate the number of people actively participating in various small groups. While most groups meet at the church, it is important to note that we have four small groups that meet in the Evergreen area.

### Challenges

We are committed to this ministry as a means to ‘shrink the church.’ In other words, it helps people connect with and get to know other people so that, among other things, on Sunday morning people have a greater sense of belonging, by connecting with people they know.

### Work going forward

In order to strengthen this program and expand participation, we will rename to Theme-Based Small Group Ministry to distinguish it from long-time small groups that are closed to new members and operate outside of and separate from our ministry. Additionally, we are recruiting new facilitators, and developing a small group specifically for new members.

### Gratitude/Key Players

Our facilitators did an admirable job of holding our groups together allowing some space for processing of political pain and fear, while inviting people to connect with each other and themselves. **Lisa Bickford, Debby Bower, David Cadwallader, Kerry Fordyce, Chris Gallup,**

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**Michael Higgins, Melissa Leasia, Darrin LeBlanc, Krissy Lewis, Beth Leyba, Carl Stock, Patti Stone, Jill Surber Blackwell, Nadine Swahnberg, Debbie Williams, Marlene Williamson, Charlotte Wytias.**

## Being UU

### Mission Statement

In support of the goals of our church, we invite personal transformation through opportunities to deepen, connect, and engage to nurture lives faithful to our Unitarian Universalist values.

Our offerings are designed to enhance faith formation in a Unitarian Universalist context. Offerings are intended to stimulate our sense of community and enrich the spiritual and intellectual lives of its members and friends by:

- seeking greater understanding of Unitarian Universalist theology and heritage;
- developing cultural competency in our members and friends;
- cultivating our individual and collective spiritual practices and sense of well-being.

### Highlights/Major Accomplishments

- Offered workshops in all key focus areas, including Covenant Conversations, Atheist Spirituality, Building Your Own Theology and more
- For the first time ever offered adult Our Whole Lives (OWL)
- Jointly hosted the UUA Common Read of *Just Mercy* by Bryan Stevenson for all Denver/Boulder congregations
- Folded in spiritual practice groups and theological affinity groups to increase the profile for members and friends wanting to deepen with particular disciplines or within shared theological outlooks

### Challenges

Lay led offerings have had lower interest than those offered by ministers. This means we may need to look towards ways to increase offerings from our professional staff, or find ways to highlight the gifts member led offerings bring.

### Work going forward

We hope to have a catalog of offerings available at the beginning of the fall this year so people can see what options there are at a single time, rather than having workshops and book reads appear intermittently throughout the year.

We are working to build out a team of trained and skilled facilitators for the adult age Our Whole Lives curriculums, young adult, adult, and older adult.

### Gratitude/Key Players

**Barb Scherer, Mick Mortlock, Sue Combs, Tom Reiley, Ruthann Faber**

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# CONNECT



## Children, Youth, and Family Ministries

Annie Scott, Director of Religious Education

### Mission Statement

To provide the resources to children, youth and families so they may live lives inspired by and accountable to their Unitarian Universalist faith.

### Highlights/Major Accomplishments

- The Family Ministry Team began their wonderful work to welcome and integrate families into the JUC community.
- The care of our birth through four year olds this year has been more reliable and responsive under the wonderful leadership of Carla Blue-Norton. She and Beth Fleming have begun the transformation of our Nursery and Preschool rooms to be calmer and to better reflect our values.
- Our Family Ministry Theme Team provided monthly Family Reflection Guides and theme based lesson plans for Kindergarten through fifth grade groups, September through May.
- Our senior high youth group, Young Religious Unitarian Universalists, planned and led powerful worship services on April 9.

### Challenges

The integration of Family Ministry programming so our mission is clearly reflected in all aspects of our ministry to and with families, children and youth.

Building commitment and practices of covenantal community for all ages within religious education and family ministry groups and volunteer teams.

Developing communication systems to and for families that reflect the complex world we live in.

### Work going forward

Providing training for our volunteer teachers and advisors so their experiences are meaningful and transformative for them and for the young people they lead.

Continue building systems of support for families so they may live full-week faith in their daily lives.

Deepening our understanding, practices and opportunities for families to see and work against the systems of white supremacy that pervade our society.

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### Gratitude/Key Players

Family Ministry Team: **Ayrolyn Keady, Meggin Jackson, Brooke Maddaford, H. Howells, Andrea Aikin**

Family Ministry Theme Team: **Gillie Bishop, Darcy Donaldson and Kristine Mathieson**

Nursery and Preschool leaders: **Carla Blue-Norton and Beth Fleming**

Kindergarten-Fifth grade teachers: **Lee Conley, Bettina Huber, Wendy Wempe, Barb Bailey, Alastair Huber, Tina Yoder, Deborah Andrews, Kristine Mathiason, Sarah Davidon, Bob Clemens, Judy Douglass, Christine Leahy, Darcy Donaldson, Ed Stanton**

Sixth-Twelfth grade advisors: **Sandra Fisher, Julie & Elizabeth Duhegram, Gillie Bishop, DeDe Cross, Ashley Armstrong, Adam Mathiasen, Rob Billerbeck, Mike Cross, Sue Parilla, Debbie Klisis, Margie Biblin, Marc Donaldson, Jessy Hennesy**



### Belonging and Connection

Beth Leyba, Congregational Connection Coordinator

#### Mission Statement

To help members find areas of connection and service within our vibrant community and to encourage involvement so that each individual has the means and opportunity to deepen to their truest selves, connect authentically with others, and engage with needs beyond their own.

### Highlights/Major Accomplishments

- Tripled size of Commons Coordinator team and switched to two Sunday shifts instead of one.
- Thanksgiving dinner potluck was well attended, as was Christmas Day brunch potluck with a movie and games.
- ToGather Tuesday dinners were suspended with the addition of Gathered Here, our Wednesday evening dinner and service.
- Golden Circle Luncheon continues to be a popular, well attended event.

### Challenges

Rummage Sale – sheer scope of it and difficulty getting volunteers. This year the date has been moved and we will no longer be accepting adult clothing in order to lessen the workload. Also hoping to join forces with the Family Ministry Team.

“2-Cons” and Lunch After Church both suspended due to lack of interest and/or volunteer burnout.

Data collection and organizing is an ongoing challenge due to the size of our membership.

### Work going forward

Changing Sunday Shared Ministry by recruiting a Hospitality Team. The hope is that a team member will take the “lead” position and the second spot will remain open for people to sign up or be recruited.

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Adding Parking Attendant to the Sunday Shared Ministry jobs.

Exploring ways in which JUC can model radical hospitality and inclusivity.

Trying out a Summer Hiking Series which is open to all and will occur once per month June thru August.

Trying out a Volunteer Appreciation Party at the end of the church year, open to all, and will assess after whether something else would be better in terms of showing gratitude to all that give of their time to enhance our shared community and engage with the world outside our walls.

#### Gratitude/Key Players

Commons Coordinator Team: **Linda Horn, Mary Anne Schiff, Judy Gangloff, Jim Norland, Chris Bartling, Don Bishop, Karen Oxman, Jill Surber Blackwell, Lisa Rountree, Lynne Haigh.**

Frequent volunteers for Sunday Shared Ministry: **Jeff Pederson, Jim Bickford, Pam Bond, Archie Baumann, Art Aspinall, Barb Bailey, Derrith Bartling, David Fleck, Linda Boettcher, Joan Schultz, Len & Katie Wheeler, Pam Moser, Rosie Lewis, Stacie Amaya, Stephanie Wells, Lark Birdsong.**

**Clare Dibble** for helping with data behind the scenes.

**Katie Wheeler**, in her role as Membership Integration Volunteer, interviewing new members to assess their connection needs.

## Pastoral Care

### Mission Statement

The Pastoral Care Team at Jefferson Unitarian Church covenants with our members to enhance the capacity of all to care for one another. We strive to cultivate the resilience needed to live full spiritual lives by supporting each other in times of struggle and sorrow and by celebrating major milestones like new babies. In partnership with our professional ministers, the lay leaders and volunteers of the Pastoral Care Team provide meals and rides to members in need of short-term assistance, loan durable medical equipment like canes and shower stools during recovery from surgery, host workshops about life issues, including end of life, visit regularly with members of our congregation who may be struggling with life transitions or getting to church, host receptions following memorial services, and write cards to the people we're holding in prayer.

### Highlights/Major Accomplishments

- Connectors supported nearly 30 members or families with meals, rides, durable medical equipment and visits.
- Card writers sent 66 cards.
- Caring Visitors provided continuing support for ten members.
- Memorial Services for 3 members.
- Being Mortal Film, Mental Health First Aid

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- Pastoral Care Team Workshop

### Challenges

Involving members in Pastoral Care: participating, accessing, signing up for jucehelpers. Could Path to Membership help us with this?

### Work going forward

Continue to provide care to members as needs become known.

### Gratitude/Key Players

**Deda Nelson, Sara Kresse, Sara Lohaus, Dorothy Smith, Beth Finnell, Don Armstrong, Debbie Williams**



### Communications

Darcy Stanton, Communications Manager

#### Mission Statement

To give JUCers the information they need to find a meaningful identity within the church.

### Highlights/Major Accomplishments

- Continued to maintain the website and refine its focus.
- Introduced Weekly Connections email, a weekly, comprehensive bulletin-style email that replaced all other announcement email communication from the church.
- Redesigned the newsletter into IGNITE, a monthly, article-driven publication focusing on the monthly theme.
- Worked with the auction committee to bring mobile bidding to the annual fall fundraiser.
- Worked with the ministers to provide text-to-screen capabilities for the 2016 Summer Sermon Series.
- Moved the juceALERT Yahoo group used for church-related announcements to the Member 2 Member Google Group.
- Continued to update printed and digital materials to fit within our brand standard.

### Challenges

It is challenging to make sure the website is always 100% updated. There were also many challenges associated with the transition to a mobile bidding platform for the auction.

### Work going forward

Initial legwork is being done to livestream our worship services beginning Fall 2017 to reach a broader audience.

### Gratitude/Key Players

Big thanks to office volunteers, **Trinity Saffer, Marlene Williamson, and Edie Daigle** for assisting in the production of all of our print and mailed materials. Thank you to **Mary Anne Schiff** for managing the SignUp Genius pages on the Sign Up Site bulletin board and online.

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## Evergreen Campus

### Mission Statement

The Campus was established to fulfill one of three objectives set forth by the Board of Trustees in October 2009. That strategic objective was to *grow the capacity of JUC to accomplish our mission and touch lives.*

### Highlights/Major Accomplishments

Our church has long understood that we have an obligation to grow. We simply (and not so simply) must find ways to do so particularly in the context of the massive changes occurring in faith formation across America today. This is a unique time in which Unitarian Universalists can provide a haven for those wanting to live ethical lives of meaning, wrestle with others (and ministers) with life's big questions, as well as make a difference in the world.

After significant study and deliberation, the Evergreen campus was formed as what was thought to be the best avenue through which to grow our church and Unitarian Universalism. We, as staff and Board, thought it appropriate to pause at this point in recognition of all we have accomplished, as well as to reflect upon what we have learned along the way. In doing so, we concluded that we need to employ a new strategy to expand our ministry's reach to a broader group of seekers than we are able to attract to the campus model. That strategy must be a more effective use of our limited resources.

Thus, we will no longer hold services at the Jefferson Unitarian Evergreen Campus after June 30, 2017. The Evergreen Campus Team was informed in April and a gathering was held April 30 in Evergreen to answer questions, plan worship through June, and discuss support of Small Groups.

Closing this campus is in no way indicative of failure. Numbers of mountain residents found (or rediscovered) Unitarian Universalism and made valuable connections with each other and our congregation. Further, we learned things we simply could not have learned had we not pursued this path. Finally, we can all be proud that this church has long been and continues to be bold in its efforts to live into its mission and broaden its impact.

### Gratitude/Key Players

Special thanks to **Kim Hassinger** and **Patti Stone**, as co-chairs of the campus team, as well as **Carl Stock**, **Jeff Stone**, **Dave Cadwallader**, **Kit Brown-Hoekstra**. Thanks also to **Sara & Tom Kresse** for leading the Religious Education program.



## Membership

Annie Hedberg, Membership Coordinator

### Mission Statement

The Membership Team recognizes that new members are JUC's source for our continued vibrancy and strong leadership. It is the mission of the Membership Team to extend our outreach, welcome visitors warmly, provide a pathway for membership, and help new members begin the process of integration in order to retain members in our community.

### Highlights/Major Accomplishments

Four very successful Path to Membership Classes this year, bringing in 84 new members as of the date of this writing. A well attended New Member Welcome ceremony in January and another to come on May 21. Wonderful energy around joining this year!

### Challenges

Our biggest challenge is ensuring there is always a warm and vibrant Membership Team to help carry out the work of growing our membership. This team needs to work together well and to be skilled in the art of welcoming and caring for others.

### Work going forward

To keep Path to Membership Classes fresh and vibrant and weekly Sunday morning welcoming consistently helpful, warm and inclusive.

### Gratitude/Key Players

The eight people on this year's Membership Team did an amazing job filling in for each other when necessary and welcoming our Path Class attendees with great food and friendly, caring hospitality. They also expressed genuine hospitality and warmth for our new members at the New Member Welcome Ceremonies.

## Leadership Development

### Mission Statement

Develop new leaders through a learning community focused on personal awareness, as well as systems and leadership theory.

### Highlights/Major Accomplishments

We are nearing the end of our first year, after which we will want to more fully unpack the experience. Still, **Bart** and **Joan Alexander**, facilitated a rich process in which participants:

- learned about their own leadership styles and explored others;
- studied and applied adaptive leadership;
- learned about the church; and
- identified an issue in the church with which to wrestle and apply their learning.

### Challenges

We had difficulty scheduling meetings for a diverse group of busy people.

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### Work going forward

In the summer, we will assess the strengths and weaknesses of the program particularly with the help of comments from the participants. After making the adjustments, we will identify new candidates to participate.

### Gratitude/Key Players

Facilitators: **Bart** and **Joan Alexander**. Participants: **Rick Fisher, Julie Brisson, Rachelle Trujillo, Jessy Hennesy, Jay Darnell, Jo Grady,** and **Troy Thomas**.

## ENGAGE

### Social Responsibility Council

#### Mission Statement

The mission of the Social Responsibility Council is to promote and facilitate justice work as a vital and integral element of life at Jefferson Unitarian Church. The Social Responsibility Council provides service projects, education, witness, advocacy, and community action to ensure opportunities for members and friends to incorporate the Unitarian Universalist commitment to justice into our lives.

#### Highlights/Major Accomplishments

- Abundant Harvest Table with more than 600 donations of locally grown food shared within our congregation and funds raised to support poverty relief in our community.
- A successful Faithify campaign raised more than \$8,000 to fund computers for scholarship student use with our partners in Guatemala.
- 59 students receiving scholarships to continue attending school this year with our partners in Guatemala.
- More than \$47,000 raised to support work to alleviate poverty and end housing insecurity, including \$45,000 through the joint pumpkin sales with West Metro Habitat Interfaith Coalition, and more than \$2,000 in donations to Family Tree's annual holiday gifting program.
- 165 people gave more than 1,000 hours of volunteer time to help house families experiencing homelessness in partnership with Family Promise.
- A monthly speaker series on environmental issues draws nearly 1,000 people to JUC, including almost 200 for former Governor Bill Ritter.
- JUC Just Neighboring hosted the only open public forum for county commission candidates in fall 2017 and Time To Talk, a conversation with leaders in the Jeffco Schools about mental health resources for students in the public school system.
- We expect by the end of the fiscal year to have given away about \$40,000 through our share the plate program.
- The governance structure and operational protocols have been updated to ensure we continue to empower leaders to facilitate involvement of our members in work for

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justice and compassion beyond our walls.

### Challenges

Recruiting involvement by members and friends, particularly at the leadership level continues to be challenging. Our members consistently report a high level of interest in justice activities, but determining what activities people will actually volunteer for and engage in is sometimes difficult.

### Work going forward

All existing teams are continuing. We are actively exploring whether we will be adding a justice team focused on immigration and sanctuary related issues, and would welcome a team focused on racial justice if leaders emerge willing to take on such an effort.

### Gratitude/Key Players

**Jill Armstrong, Don Armstrong, Laura Hollingsworth, Jeff Menten, Paula Menten, June LeCrone, Gretchen May, Lisa Bickford, Gilla Lachnitt, Carol Kolesnikoff, Martin Voelker, Bettina Schaden, Jack Killough**

### Outside Partners

Together Colorado, West Metro Partners for Interfaith Action/Habitat for Humanity, Family Promise, Earthlinks, Family Tree, Nourishing Connections, Colorado Renewable Energy Society, ADIVIMA, Unitarian Universalist Service Committee, Heading Home Jefferson County, Citizens Climate Lobby, Colorado Faith Communities United to End Gun Violence

## Young Adults

### Highlights/Major Accomplishments

- Nearly 70 college care packages were delivered this year.
- Interfaith panel in March (A Minister, An Imam & A Sister Walk Into a Coffeeshop) attracted two dozen.
- Theology on Tap offered an opportunity for connection to the monthly theme each month in an informal setting with a minister.
- Summer BBQ offered a chance for 25 young adults and graduating seniors to connect and reconnect.

### Challenges

Engaging, attracting and retaining young adults is a challenge. There is limited continuity between events and the leadership team is depleted and no new leadership has yet appeared on the horizon. The Mines Spiritual Freethinkers Group has faltered and has had no officers this year. It can be challenging to recruit and retain leadership from people in this stage of life leading to inconsistent results from year to year. Many young adults report feeling burdened with work responsibilities and come to church “to feed my spirit, not take on another job.”

### Work going forward

Continue the programs and activities that are currently being offered while remaining open to the possibility that a new leader or leaders may appear with energy, excitement and ideas that

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will grow this ministry.

#### Gratitude/Key Players

**Tina Voelker, Jacqui Ainlay-Conley, Lee Conley, Ben Conley, Morgan Davies, Jessy Hennesy, Jill Armstrong**

## Sustainability

#### Mission Statement

Minimize our use of resources.

#### Highlights/Major Accomplishments

The Auction Special Appeal funded replacement of almost every light fixture (that was not already converted) to LED. Advantageous rebates from Xcel Energy were a big help.

#### Challenges

Last year we purchased new bins for disposing of our three waste streams (compost, recycling, landfill) more easily and new posters and signs were installed. However, user compliance is a regular issue. In addition, we are spending more than budgeted on compostable products (cups, plates, etc.).

#### Work going forward

As we prepare to do quite a bit of work on the roof due to hail damage, some environmental options will be considered.

#### Gratitude/Key Players

**Steve Stevens, Ron Larson and Martin Voelker** were very helpful working with Xcel on a facility review moving toward the LED replacement project.

## Racial Justice



Emily Conger, Intern Minister

#### Mission Statement

To help members of JUC engage in spiritually-grounded racial justice work.

#### Highlights/Major Accomplishments

Completion of *Beloved Conversations: Meditations on Race and Ethnicity* for the first time at JUC. This included an opening retreat followed by 8 small group ministry sessions. We had 8 staff members and 18 lay leaders participate in this powerful program where we explored our personal and congregational relationships to race.

#### Challenges

The program focused heavily on the faith formation needs of white people, sometimes at the expense of people of color.

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### Work going forward

There is a lot of work around racial justice to do. It will be important to have more accountability and support groups for white folks and people of color moving forward. We will need more and more ways to invite people into this vital work.

### Gratitude/Key Players

The small group facilitators: **Darcy Stanton, Katie Bradford, Jessy Hennesy, June LeCrone,** and **Mary Beth Haas**

The staff and board for their commitment of time and funds to this important work.

The Fahs Collaborative staff, **Rev. Kierstin Homblette Allen** in particular, for the curriculum, retreat facilitation, and ongoing support.

## OTHER



### Administration

Carol Wilsey, Business Administrator

### Mission Statement

Tend to and leverage the church resources.

### Highlights/Major Accomplishments

We had a number of facility upgrades this year: new magnetic name tags and display boards, new exterior windows in the sanctuary, refinishing and improvements to the front entrance, remote-controlled shades for the west side of the sanctuary cupola, LED replacement of almost all fixtures and new chairs for all of the classrooms. We are grateful for the funding available for all of the projects including EMGT grants, Auction Special Appeals, and bequests (more on that below).

Two large bequests were made to the church over the last year from **David Willard** and **Jim** and **Til Taguchi**. Together they total approximately \$290,000. The Board has allocated some of the money for various programs and purposes over the year, the most notable of those was a use of approximately \$102,000 to reduce church debt. This had a significant impact in reducing ongoing expenses by \$12,000 annually which was a big help in our budgeting process for 2017-18.

A smaller, but important, use of the bequest money was to accelerate our Congregation's progress to 100% of Fair Share contribution to the UUA Annual Program Fund. This year's budgeted amount was 90% but we were able to fund 100% due to these donations.

These two bequests highlight the benefits of Planned Giving to JUC. The Planned Giving Team has updated brochures, display rack and has regular monthly theme-based messages in IGNITE. They have also held three estate planning workshops at JUC.

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Thanks to networking connections with former JUCer, **Lindsay Brayden** at Google, we were able to get access to Google for Nonprofits this year. This is a free platform that has improved our work processes and communication greatly.

### Challenges

Pledging has been one of the big challenges this year. Despite growing membership, our pledge income has remained very flat. This is primarily because the majority of households are leaving their pledge the same year-to-year and even those making very generous increases are offset by decreases made largely because of financial hardship. The Year Round Pledge Team has implemented a few changes to improve the results including Keeping the Promise “testimonials” during worship services once per month, fresh thank you gifts and giving guides. We have also recently modified the pledge request letter to point out that a pledge has remained flat and asking for a specific increase.

We also experienced fundraiser shortfalls this year, the Auction did not hit the budget target and the rummage sale was moved from June to July eliminating it from this fiscal year. There are many factors involved in the Auction shortfall, maybe the most significant was that it was held the same week as the election. Another was a learning curve, particularly around pricing with using the mobile auction platform.

We also suffered significant damage to the roof and other structures as a result of the hail storm in May. We are currently working with the insurance company to determine next steps. In addition, a second failure occurred in May with the breakdown of our internal voicemail system.

This was my first full year working with the Leadership Nominating Committee as staff representative. All went smoothly. The biggest challenge for that group is member information management. We are trying a few different ideas to improve the process of identifying potential leaders.

### Work going forward

We have projects moving forward with technology. A consultant is assisting us with upgrading and simplifying our wireless network and we are looking at changing providers for phone service. Trying to keep up as the tech world changes rapidly is a challenge.

We will also continue to have facility challenges with space at a premium. We currently have two evenings each week where almost every room is in use and Sundays we are packed to the gills in both parking and room use. The office space will be put to maximum use this year as well as we welcome two interns. Creativity and flexibility will be in order.

### Gratitude/Key Players

**Office Volunteers:** We could not do what we do in the office without the help of the regular office volunteers: **Derrith Bartling, Wendy Carlson, Linda Horn, Betty Minor, Trinity Saffer, Mary Anne Schiff, Marlene Williamson** and our newest addition, new member **Edie Daigle**.

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These intrepid people answer the phones, provide a friendly reception for visitors and provide assistance with a myriad of tasks with patience and grace. A hearty thank you to them!

**Planned Giving Team:** Thanks to **Bud** and **BJ Meadows** and **Mike Kramer** for their work on this team. They all have a fierce dedication to JUC now and into the future.

**Year Round Pledge Team:** **Marci Sontag** and **Jane Keen** provided leadership for this team. We will miss Jane in that role, but she is moving right on to a new one in the Leadership Nominating Committee!

**Leadership Nominating Committee:** We lost a member, **Ellen Evancheck**, this year due to a move out of state. **Mary Anne Schiff** graciously stepped in (and subsequently agreed to a new term!). Thanks also to chair **Kimberly Pugliese**, **Patti Coe-Withington**, **Matthew Flora** and **Lisa Rountree**.

## Accessibility

### Mission Statement

Prioritize and implement as many recommendations as possible from the 2016 Accessibility Site Assessment.

### Highlights/Major Accomplishments

Having solicited an Accessibility Assessment delivered spring 2016, we have started progress on understanding and moving forward on recommendations. We are fortunate to also have a funding source from the scrip sale program that is building for use on projects. We have fully achieved seven of the recommendations in the Assessment related to door closing speeds, walkway access and parking.

### Challenges

The Assessment is very detailed and contains 123 findings of deficiencies from full compliance with the Americans with Disabilities Act. Some deficiencies (such as access to the basement) would be prohibitive to achieve. Additionally, prioritizing and working toward mitigation is time-consuming in an already over-busy environment.

### Work going forward

We started with the highest priority/lowest difficulty to remediate deficiencies. We next need to move up to more difficult (maybe more expensive) projects that are higher priority as well as take the “low-hanging fruit” on low difficulty/lower priority tasks.

### Gratitude/Key Players

Thanks so much to **Pat Emery** and **Jean Decker** who are the stalwart souls selling scrip cards every week to raise money for these projects. Also, Caretaker **Eric Pieratt**, for adding these items to his list, some of which are very challenging.