

# ANNUAL REPORT 2018



## 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.

# 2018 ANNUAL REPORT

## 2017/18 AT-A-GLANCE

### SUNDAY ATTENDANCE

TOTAL MEMBERS

**807**

NEW MEMBERS

**67**

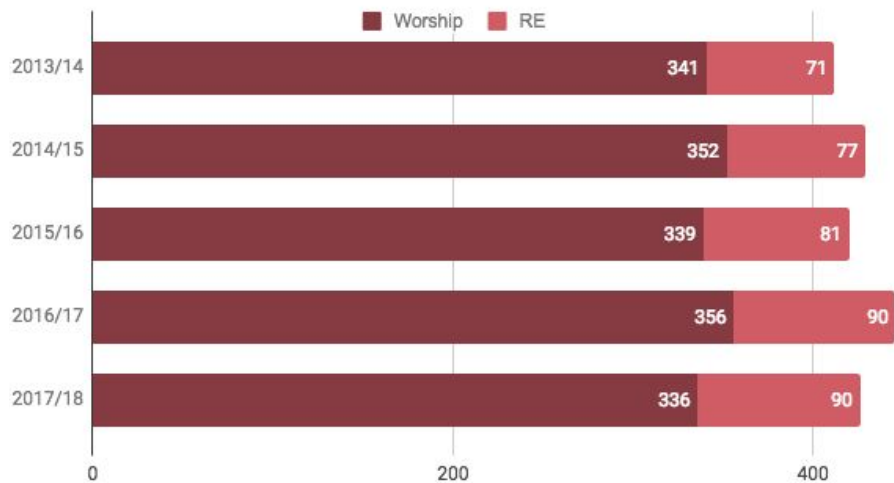
FIRST TIME VISITORS  
SINCE JANUARY 2018

**142**

AVERAGE  
LIVESTREAM VIEWERS

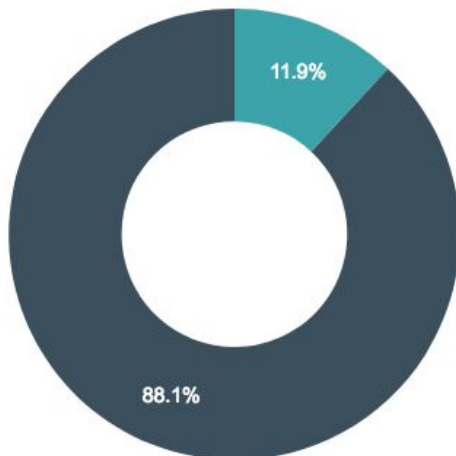
**37**

#### AVERAGE SUNDAY ATTENDANCE



### SUNDAY SHARED MINISTRY

● Hospitality Team Volunteers ● Sunday Worship Attendees



TOTAL ANNUAL VOLUNTEER HOURS

**1,456**

VOLUNTEER SLOTS EACH SUNDAY

**17**

HOSPITALITY TEAM MEMBERS

**96**

### CONGREGATIONAL LIFE

SMALL GROUP PARTICIPANTS

**95**

BEING UU PROGRAM ATTENDEES

**425**

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## RELIGIOUS EDUCATION PROGRAMMING

CHILDREN ENROLLED  
IN RE PROGRAMMING

**281**

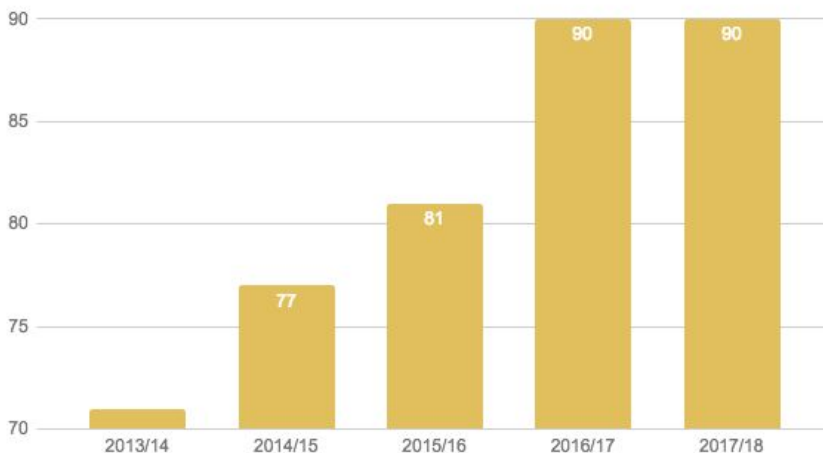
TEACHER VOLUNTEERS

**26**

AVERAGE WE ARE FAMILY  
ATTENDANCE

**22**

AVERAGE SUNDAY RE ATTENDANCE



## GIVING

SUNDAY OFFERING



AVERAGE MONTHLY  
PLEDGE

**\$129.55**

TOTAL PLEDGES  
(ESTIMATED)

**\$823,500**

FUNDRAISER REVENUE

**\$43,100**

## JUSTICE

GREEN TASK FORCE  
YOUTUBE VIEWS

**560,926**

VOLUNTEER HOURS HOUSING &  
POVERTY INITIATIVES

**1,469**

# 2018 ANNUAL REPORT

## WORSHIP

Sunday morning worship continues to be the face of our congregation. It is often the first experience people have of our church. We continue to cultivate excellence through worship that moves people to deepen their faith and to equip them to live lives consistent with their values.

In September, we successfully launched the live-streaming of our services. On a particularly inclement Sunday, we had almost as many people attend by live stream as were in our sanctuary. Typically, we have people attend from different states. We have also been able to stream our congregational briefing and meetings, which has been well-received by our members.

Our worship was enhanced this year by having the energy and creativity of three interns. Our Ministerial Interns, Kristen Psaki and Kim Mason, brought their own experiences as well as deep commitment and understanding of multiculturalism and anti-racism. Additionally, we were able to send Rev. Keith Arnold off on his six month sabbatical because Music Ministry Intern Melissa Monforti was able to tend to many of his duties, while bringing her own set of skills and creativity.

We continued to grow this year in our Time for All Ages on first Sundays, including more voices and multimedia. The message has set the tone for the service and truly had a relevant and embodied message for a range of ages.

Last, but not least, our congregation continued to grow from a range of worship services including those that centered on a sermon, our children's music service, and those that asked us to leave our seats such as November's River of Change service, December's Second Annual Rose in the Wintertime service, and this spring's Composing our Life Service. Through it all, we have benefitted from the musical gifts of our choirs, bell choir, and worship band.

### 2017/18 HIGHLIGHTS

- Livestreaming
- Six Christmas Eve services
- Excellence in Music in Rev. Keith's absence - thanks to Melissa Monforti, Sarah Billerbeck and Michael Bizzaro.



**REV. WENDY WILLIAMS**  
SENIOR MINISTER  
**REV. ERIC BANNER**  
ASSOCIATE MINISTER  
**REV. KEITH ARNOLD**  
MINISTER OF MUSIC  
**KRISTEN PSAKI**  
INTERN MINISTER  
**KIM MASON**  
INTERN MINISTER  
**MELISSA MONFORTI**  
MUSIC MINISTRY INTERN

# 2018 ANNUAL REPORT

## FAMILY MINISTRY

Last year we experimented with Wednesday night worship services. The *We Are Family* services were so popular, we added a second service on a different night. This year we had this worship service, especially designed for families with young children, on the first Wednesday and most of the third Fridays, September through June. Each evening began with a family-friendly dinner and then families moved to the Chapel for a half hour of lively theme-based worship. We talked about having courage and trying new things, we talked about balance as we balanced things on our heads, we lit battery-powered candles and shared things that made us hopeful, and we made a spider web together when we talked about perseverance. We averaged about 20 people and These evenings are filled with joy as families have a place to worship together, where nothing on the altar table is breakable and they can all feel at home in the building with all the noises and energy that young families embody.

We had a committed group of 26 volunteers who loved, led, and cared for our children in our Kindergarten through high school Religious Education groups this year. We also had a group of fourteen paid caregivers who loved and cared for our Birth through Preschool children. All of these people live our faith and our values as they help equip our young people to be their authentic selves and take our faith into their daily lives.

The senior high youth group planned and led their second annual Sunday morning worship service in February. The congregation was moved and inspired by their perspectives on the monthly theme of perseverance.

As the Making Room campaign got off the ground this year, we faced the reality of just how overcrowded our Sunday morning children and youth programming is, especially during the 11 a.m. hour. The Coming of Age program for our eighth graders had 15 youth and 15 mentors crammed in a room downstairs. Our K-3rd grade group often had 24 children and three teachers trying to make the best of things. We learned that many families with Nursery and Preschool children weren't coming Sunday mornings because their children just weren't comfortable with the number of children in our spaces. We are making plans for next year to have more families attend church at 9 a.m. but we know the real solution to be truly welcoming is to have more space so we can better welcome and serve the 281 children and youth who want to feel a part of our community.

### 2017/18 HIGHLIGHTS

- Summer camp was loads of fun and gave JUC children a relaxed week filled with joy and friendship.
- 200+ people of all ages attended the Halloween party in October.
- Two Christmas Eve services especially designed for families.
- We Are Family dinners and a theme-based half hour lively, child-friendly worship.



**ANNIE SCOTT**  
DIRECTOR OF RELIGIOUS  
EDUCATION

# 2018 ANNUAL REPORT

## SOCIAL JUSTICE

### Our Vision

*“Grounded in our Unitarian Universalist identity and heritage the members of the Justice Council will facilitate and lead programs that empower every member of our church community to work for justice inside our church, in our community and in the world at large. The result of our efforts will be that justice seeking is embedded in our collective identity as who we are and what we do at every age and stage.”*

This year our teams have continued to grow our impact and opportunities to serve and change the world.

Housing & Poverty continued to partner with Habitat for Humanity, Family Promise, and Family Tree. Volunteers from Jefferson Unitarian Church gave 1,469 hours of volunteer service. This included more than 1,300 hours alone hosting 63 individuals from 15 different families for four weeks in our church this year.

Green Task Force continued the monthly speaker series that brought more than 1,000 visits to our building, continued growing partnerships with Colorado Renewable Energy Society, New Energy Colorado (renamed from Golden Earth Days), 350 Colorado, the Sierra Club, Citizens’ Climate Lobby, the National Renewable Energy Lab and Colorado Interfaith Power & Light. Videos produced in partnership with these organizations were viewed more than 500,000 this year.

Our community organizing work, originally called Just Neighboring rebranded as JUC Community Action Network (JUC CAN), and has brought more than 400 unique individuals to events hosted by our team, helped ensure that Jeffco continues to receive federal Community Development Block grants & HOME grants resulting in \$4,000,000 in affordable housing activity in Jeffco each year.

A new team was started to offer members and friends a monthly opportunity to learn about issues and write letters to elected officials about justice issues of concern.

The Unitarian Universalist Service Committee added another 10 students to the scholarship program with ADIVIMA, and 11 students graduated this year.

### 2017/18 HIGHLIGHTS

- First ever teen-teen intercultural exchange trip to visit our partners in Guatemala.
- Brought in more than 1,000 visitors for events related to environmental sustainability.
- Hosted candidate forum for Jeffco Public School Board with more than 200 people attending.



**REV. ERIC BANNER**  
ASSOCIATE MINISTER

# 2018 ANNUAL REPORT

## CONGREGATIONAL LIFE

This year Being UU pivoted to offering a primary focus on workshops offered by existing teams and professional staff. The umbrella of options for members to grow as Unitarian Universalists included all of our theological affinity groups, the UU Humanists, UU Pagans, and the UU Liberal Christians. It also included all of our spiritual practices groups, including Mindfulness Meditation, Blue Mountain Meditation, Qigong & Shamanic Meditation.

Lay members also offered workshops on everything from decreasing your carbon footprint, water coloring as spiritual practice, shared book reads, and more.

Professional staff and our intern ministers offered opportunities to engage with cultural competence, including the Migration Stories video series, two sections of the UUA Common Read, Centering, a field test of a new curriculum, Creating Theology Together, Prayer & Praying for Unitarian Universalists.

Our pastoral care teams hosted a workshop on Medical Aid in Dying, and started a new support group for caregivers.

Our Small Group Ministry was renamed to Going Deeper Groups, to better reflect the goal of helping members to live into the Deepen and Connect aspects of our mission. Fourteen facilitators have led approximately 80 of their peers in twice-monthly sessions, which were compiled and curated by Intern Minister Kristen Psaki. Identity groups for both moms and dads were very successful, with a desire for more groupings in the coming year.

Golden Circle, a quarterly worship service and luncheon for our members who are 70 and better, continues to be a popular offering, with average attendance at 70.

Sunday Shared Ministry continues to be a challenging endeavor, as 17 volunteers serving 28 volunteer hours are needed every Sunday, with additional help needed for special services such as Easter and Christmas Eve. We have switched to a Hospitality Team system, with 96 members currently serving in this capacity.

The rummage sale was canceled due to lack of volunteer sign-ups. Other fundraising options have been considered and a book sale will take place in the next church year.

### 2017/18 HIGHLIGHTS

- 25 people participated in the spring Introduction to Blue Mountain Meditation program.
- 25 adults and 30 children participated in the workshop Parenting & Partnering led by member Charles O'Leary.



**REV. ERIC BANNER**  
ASSOCIATE MINISTER  
**BETH LEYBA**  
CONGREGATIONAL  
CONNECTION  
COORDINATOR

# 2018 ANNUAL REPORT

## MAKING ROOM

Our church year truly launched with the Board's bold decision to address the reality that our church has outgrown its facility. With that the Making Room project was born. Not only was a Property Evaluation Task Force appointed, but the Committee on Ministry grew into the Shared Mission Team determined to keep the Board, staff and congregation linked through the process of determining whether we are willing as a congregation to consider a new church home.

A website was launched, forums were held, and conversations were begun. We hired a realtor, as well as a stewardship consultant. On April 15, 2018, our congregation voted overwhelmingly to support our continued exploration. It seems there is growing energy to live more fully into our mission by welcoming all, growing our ministries, and engaging our community. This is a great place to be and shows just what a strong and dynamic church JUC is.

The search for that property continues. While one potential property has been identified, we are working to confirm that it would be suitable for our congregation.

Beyond finding a property, we will be conducting a Financial Feasibility Study over these next months. Assuming capacity is shown to take on this project, a Capital Campaign will be begin sometime after a property has been found.

### 2017/18 HIGHLIGHTS

- Making Room Website
- Project Management Posse: Debby Bower, Chris Sealy, Dea Brayden
- Congregational vote on 4/15/18



**REV. WENDY WILLIAMS**  
SENIOR MINISTER



# 2018 ANNUAL REPORT

## BOARD OF TRUSTEES

In June 2017, I was elected by my peers to serve as the Board President. Truth be told, I was initially reluctant. After all, who would want to follow the inestimable Jon Hassinger? Knowing that in this Church we are welcomed as we are and invited to become our best selves I accepted the leadership challenge.

The duties of the Board include, but are not limited to, the following: to implement—and periodically reexamine—the mission, establish policies, monitor fiscal health, plan for the future, approve delegates to the UU General Assembly and to the Mountain Desert District Annual Meeting, supervise the Senior Minister, call special meetings of the congregation as needed, and establish, amend, or revise Standing Rules and Policies of the Board.

In August we set the “Big Hairy Audacious Goal” to free JUC from the limits of our campus in order to live more fully into our mission. The goal became the Making Room project and in a special meeting on April 15, 2018, 87.7% of the Congregation voted to pursue a larger campus, thereby setting in motion a plan for the future.

We approved these policies: Investment, Disruptive Behavior, Election of Board Officers (revised), Board Covenant and Conflict of Interest (on June consent agenda); commissioned a Capital Assets Reserve Analysis, revised all ministerial agreements to reflect our current governance model, approved delegates to GA and MDD, and revised the Minister Evaluation process to include an evaluation of Rev. Eric Banner as he is now a called minister. Rev. Wendy Williams reminded us of our responsibility to our UU heritage and led us through a discussion of key points in Turning Point: essays on a new Unitarian Universalism.

The challenges of Making Room required the Board and the Senior Minister and staff to be in discernment about our respective roles. In other words: Is this decision under the purview of the Board or the Executive? It was my great privilege to be working through these difficult issues with Rev. Wendy. Her love for this Church and its ministry kept us on the path. Carol Wilsey is extraordinary—smart, hardworking and always prepared and always direct.

Perhaps every Board President thinks this: I had the best Board ever! Ed Cecil’s passion for the Spirit Map made it happen, and, despite his reservations about Making Room, he honored our commitment to speak with one voice. Jef Fugita buoyed my spirits from time to time, and he reminded me that when we keep our commitments we build trust—so end the meeting on time, already! Jon Hassinger mentored me while rarely offering unsolicited advice. Tom Goodreid became my sounding board and kindred spirit. Andrea Aikin improved all documents I asked her to edit and played a key role in drafting the Behavior policy. Pam Bond brought a delightful “beginner’s mind” to the table—often asking just the right “Am I getting this right?” question. Paula was such a strong advocate for paying our ministers and staff what they are worth we almost passed a deficit budget. And finally, my fellow Board Officer, David Fleck served as Secretary and cheerfully handled a heavy workload with a quiet dedication.



**KATHY COVERT**  
BOARD PRESIDENT

# 2018 ANNUAL REPORT

## GRATITUDE

Thank you to **Meridee Cecil, Rex Nelson, Linda Hartman, Tolani Finley, Bob Brayden** and **Brennen Flood** for their work on the Internship Committee and working with not one but two interns this year.

Volunteers staff the front office at JUC every weekday. They are integral to our success and they put in significant hours volunteering: **Linda Horn, Betty Minor, Trinity Saffer, Derrith Bartling, Edie Daigle, Mary Anne Schiff, Wendy Carlson**. Thank you!

Going Deeper Group facilitators: **Barb Bailey, Bobbie Misenti, Bill Finley, Charlotte Wytias, Darrin LeBlanc, Dindy Fuller, Heather Kubert, Jane Cadwallader, Jerica Cadwallader, Karey Sutton, Lisa Kish-Pittman, Meggin Rutherford Jackson, Patti Stone, Zack Schreiner**.

All 96 Hospitality Team Members who take care of our Sunday Shared Ministry: Commons Coordinators, Greeters, Ushers, Coffee Attendants, and Laundry Helpers. Special thanks to **Pam Bond, Mary Le Boeuf, Linda Boettcher, Mindy Mohr, Pam Moser, Sharon Groten, Marla Bassett, Jeffery Pederson, Margie Robinson**, and **Katie & Len Wheeler** for their frequent service.

**Katie Wheeler**, for her role as Membership Integration Volunteer, helping new members get connected with programs and services at church.

Religious Education volunteers sign on to a give guidance and care to our young people for 2-4 Sundays each month between September and May. Thank you to: **Sara Kresse, Lee Conley, Wendy Wempe, Lynn Gedvilas, Kristine Mathiasen, Nancy Von Burske, Lynn Gasper, Bob Clemans, Judy Douglass, Melissa Powell, Darcy Donaldson, Dave Entwistle, Sarah Davidon, Christine Leahy, Gillie Bishop, Sandra Fisher, Ashley Armstrong, Adam Mathiasen, DeDe Cross, Fred Wilson, Sue Parilla, Ed Stanton, Jessy Hennessy, Margie Biblin, Brennen Flood, and Mike Cross**.

The RE Theme Team creates lesson plans for our Kindergarten through Fifth grade groups: **Jerica Cadwallader, Darcy Donaldson, Kristine Mathiasen, and Gillie Bishop**.

The Family Ministry Team helps families get connected: **Meggin Jackson, Brooke Maddaford, Heather Kubert, Heather Decaluwe, Adam Mathiasen, H. Howell, and Vanessa Luxon**.

Worship Associates for finding chalice lighters, offering readings and stretching into different styles of worship: **Gail Abbott, Dindy Fuller, Sarah Babcock, Bryce Carter, Anne Starace, Elizabeth Stamberger, Julia Zhu Meade, and Julie Excell**.

These members of Jefferson Unitarian Church have gone above and beyond to support our church community during the 2017/18 church year.

# 2018 ANNUAL REPORT



Shared Mission Team members took on the awesome task of growing into a team that works to keep Board and staff connected to the congregation. Many thanks to: **Paige LeBlanc, Mary Ann Blumenthal, Jim Matera, and Sarah Reeves.**

Our Board of Trustees boldly looked to the future and had us take seriously the impact our faith has in our lives and can have in our community. Deep gratitude for the leadership of **Kathy Covert, David Fleck, Andrea Aikin, Tom Goodreid, Pam Bond, Jon Hassinger, Jef Fugita, Paula Reed, and Ed Cecil.**

Thanks to the Membership Team: **Lark Birdsong, Clancy Cottman, Ashley Feiertag, Carol and Clint Flynn, Heather Hagemann, Lynne Haigh, Kevin Hollar, and Linda Ross,** for beautifully facilitating the 4 Path To Membership brunches and 2 New Member Welcomes. Your service to the new members of JUC is deeply appreciated!

Our Music Ministry Team plays a vital role in the ministry of the church. Special thanks to: **Laura Lizut** for the many off-the-books hours playing accompaniment for children's choir and her assistance with the children's music service, **Rob Felty** for his time helping children's choir rehearsals, and for his years of service to JUice, the worship band, **Tom Vincent** and the **Fisher** and **Roberts** families for another great year of First Friday Open Mic, **Phyllis Bunting** for her service as JUC Choir Manager and as part of the Music Ministry Leaders Group, **Bev Curtiss** for her years of commitment to JUC's music ministry as a singer, choir librarian, and director of the JUC Ringers, and **Melissa Powell** for her help with the children's music service.

Planned Giving team members, **Mike Kramer, Bud** and **BJ Meadows** kept the topic of long-term stewardship in the minds and hearts of members with regular articles, a reception for Legacy Circle Members and estate planning workshops.