

# ANNUAL REPORT 2019



## 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.

# 2019 ANNUAL REPORT



## 2018/19 AT-A-GLANCE

### SUNDAY ATTENDANCE

TOTAL MEMBERS

**800**

NEW MEMBERS

**53**

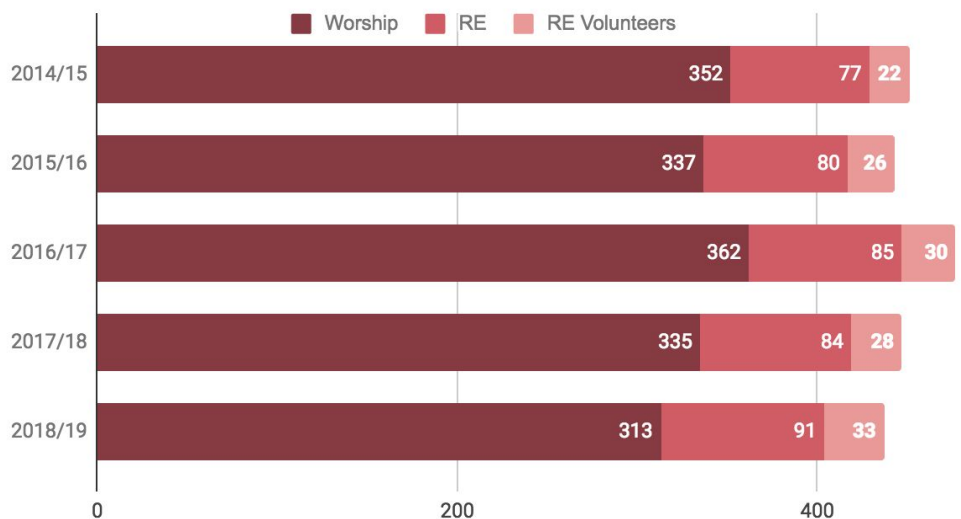
FIRST TIME VISITORS  
SINCE JANUARY 2019

**90**

AVERAGE LIVESTREAM  
VIEWERS

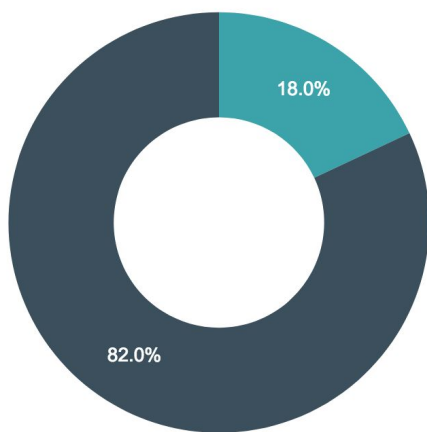
**45**

### AVERAGE SUNDAY ATTENDANCE



### SUNDAY SHARED MINISTRY

● Hospitality Team Volunteers ● Sunday Worship Attendees



TOTAL ANNUAL VOLUNTEER HOURS

**546**

VOLUNTEER SLOTS EACH SUNDAY

**13**

HOSPITALITY TEAM MEMBERS

**92**

### CONGREGATIONAL LIFE

SMALL GROUP PARTICIPANTS

**147**

BEING UU PROGRAM ATTENDEES

**101**

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## RELIGIOUS EDUCATION PROGRAMMING

CHILDREN ENROLLED  
IN RE PROGRAMMING

**280**

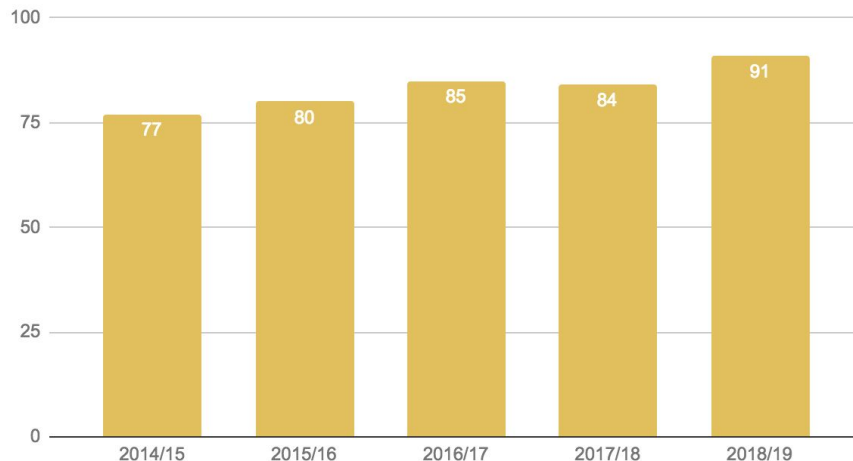
TEACHER VOLUNTEERS

**37**

AVERAGE WE ARE FAMILY  
ATTENDANCE

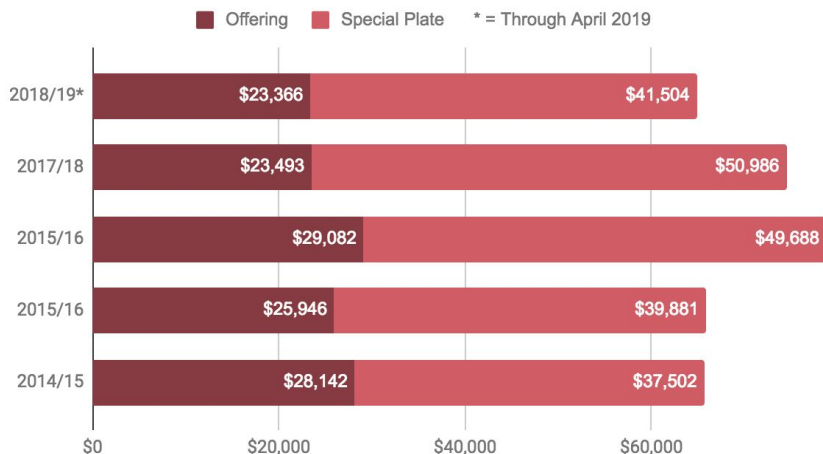
**27**

AVERAGE SUNDAY RE ATTENDANCE



## GIVING

SUNDAY OFFERING



AVERAGE MONTHLY  
PLEDGE

**\$131.01**

TOTAL PLEDGES  
(ESTIMATED)

**\$842,000**

OPERATIONS FUNDRAISER  
REVENUE

**\$50,823**

## JUSTICE

VOLUNTEER HOURS HOUSING &  
POVERTY INITIATIVES

**1,540**

SOCIAL JUSTICE FUNDRAISING  
(NOT SPECIAL PLATE)

**\$38,268**

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## WORSHIP

Sunday morning worship continues to be the portal for people wanting to explore our church and Unitarian Universalism. As the Rev. Jason Shelton explained to us this spring, we have only a few minutes to make a good impression on these folks who are giving religion one last chance! Gratefully, our worship was strong again this year with good attendance among members, friends and visitors.

Worship allows us to come together in “one strong body” as we sing in one of our hymns. As gathered community, worship helps people deepen, connect and engage by words, music and silence that comforts, challenges, and encourages everyone to live into who they are called to be with compassion, meaning and purpose into a world that is both anti-racist and multicultural.

Livestreaming continues to be a success both with Sunday services and informational meetings; although as yet, we are not able to offer “virtual” participation in congregational meetings.

On inclement weather days, we have had more than one hundred people watching from the Denver metro area, as well as those from different states.

Our worship was enhanced this year by having our Intern Minister, Kim Mason, for a second year. She found ways to include the stories of our members beyond our traditional chalice lighting. Rev. Eric Banner and our Director of Religious Education, Annie Scott, brought personal and theological reflection to the issue of Reproductive Choice. Rev. Keith Arnold returned to us from his six-month sabbatical.

Making space for Time for All Ages on first Sundays, including more voices and multimedia, has become a cultural norm. 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 and those that did not such as our children’s music service, two choir led services, those that asked us to leave our seats, and those that brought us in during the week (Family Worship and Evensong). Through it all, we have benefitted from the musical gifts of our choirs, bell choir, and JUiCe (worship band).

### 2018/19 HIGHLIGHTS

- Six Christmas Eve Services
- Summer “North Star” Worship Series
- Hosted UUA President Rev. Susan Frederick Gray



**REV. WENDY WILLIAMS**  
SENIOR MINISTER  
**REV. ERIC BANNER**  
ASSOCIATE MINISTER  
**REV. KEITH ARNOLD**  
MINISTER OF MUSIC  
**KIM MASON**  
INTERN MINISTER

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## FAMILY MINISTRY

Thirty-seven volunteers led our Sunday morning Religious Education programming this church year for kindergarteners through high schoolers. April was Appreciation month for them and 60 congregants wrote lovely thank you notes on paper hearts and they were all read out loud for the teachers and advisers to hear at the Appreciation luncheon.

Our Religious Education Theme Team continued creating K-5th lesson plans and our Full Week Faith Family Reflection Guide this year. The team gathered monthly to reflect on the next month's theme and decide on the Take-Aways for each Sunday. This year the group made a decision to move to a Center approach to RE. The time together begins with worship, name and community building games, a story to introduce or further explore the month's theme and then children are invited to spend time exploring the theme at one of the Exploration Centers. There are art supplies, Legos, dress-up supplies, maker baskets for building and then some Sundays there are special Centers. On Mother's Day we had supplies to make tissue paper flowers. On a Wholeness Sunday in April each child could create a jigsaw puzzle about themselves. The Center time encourages children to express personal choice in how they want to reflect on the theme and story and to develop friendships with others who enjoy similar activities.

6<sup>th</sup> grade Neighboring Faiths, which is an exploration about other faith traditions and their ways of worship in order to help our young people think about our own faith in the larger context of religion and to give them the message and lived experience of respecting religious pluralism. We used the Crossing Paths curriculum, which is part of the Soul Matters package, so their gatherings were tied to our monthly themes.

Our Family Ministry Team's charge is to, 'Welcome and Sustain families in the life of JUC.' They work to intentionally create a culture for families that is inviting and emphasizes letting go of perfectionist tendencies, both personally and collectively. This year, the FMT: hosted a very successful; Mom's Retreat in the fall; a family-friendly Halloween Party with over 200 attendees; Saturday morning Yoga & Coffee for Parents; Family Games Nights; an Easter Egg hunt that reflects our values; and helped with the Teacher/Adviser Appreciation Lunch.

'We Are Family' worship services, weeknight worship, especially designed for younger families was very popular again this year. We held fifteen between September and June, on the first Wednesday and the third Friday. It is a fun, lively and meaningful half-hour gathering for families. We had an average of 27 attendees and 42 was our largest gathering. This year, the ministers took turns leading some family worship services and we know that families love that

### 2018/19 HIGHLIGHTS

- Mom's Retreat in the fall with 21 JUC Moms.
- Exploration Centers for K-5th graders
- Full Week Faith Family Reflection Guides online and in print
- Twice monthly We Are Family worship & dinner evenings



**ANNIE SCOTT**  
DIRECTOR OF RELIGIOUS  
EDUCATION

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dinner that is available for the hour prior to worship.

SOUPS, Supporting Other Unitarian Universalist Parents, meets two Mondays a month, September through May to welcome all parents of young children for support, education and community. They had a new leadership team this year. Thank you Ellie Carroll, Sarah Claus, Danielle Dixon and Karrin Kalb for keeping this important program going.

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## SOCIAL JUSTICE

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 1,540 hours of volunteer service. This included more than 1,250 hours alone hosting 60 individuals from 13 different families for four weeks in our church this year.

Our congregationally based community organizing effort, JUC CAN, continued to build on a number of projects this year, including hosting forums jointly with the Jeffco League of Women Voters on both ballot issues and candidates for local offices this past fall. JUC CAN also engaged in a get out the vote effort that was part of the historic move to amend our state constitution to clarify that under no circumstances is slavery ever okay in Colorado. In the spring JUC CAN worked with partners across Together Colorado's network to issue action alerts to members and friends for legislation that was moving at the state capitol, including around affordable housing and comprehensive sex education in our schools. Members also attended a multi-day training on racial justice and worked to build the first ever statewide affordable housing effort through Together Colorado. This has included meetings with a variety of stakeholders and experts, including Jeffco County Commissioners, members of the Colorado Housing Finance Authority, and more.

The Food and Nourishment Task Force coordinated and staffed the year-round Abundant Harvest Table on Sundays after each service. This year the group partnered with the Arvada Rising Homeless Day Shelter raising thousands of dollars for the organization.

The Unitarian Universalist Service Committee added another seven students to the scholarship program with ADIVIMA, bringing the total to 67. Two students graduated this year.

The Green Task Force's activity was centered on its ongoing speaker series on energy and climate. The group co-sponsored events with 350 Colorado and the Colorado Sierra Club which raised event attendance and promoted the church's social profile.

### 2018/19 HIGHLIGHTS

- \$46,300 raised in in-kind donations for Housing & Poverty Task Force affiliate programs.
- Our Fall Special Plate for MSU Dreamers allowed 13 students to pay the legal fees to renew their DACA status.



**REV. ERIC BANNER**  
ASSOCIATE MINISTER

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## CONGREGATIONAL LIFE

Last year Being UU pivoted to 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. Further, in order to help members and visitors understand our church and Unitarian Universalism better, we began utilizing the Faith Forward Curriculum developed by the First Unitarian Church of Dallas.

We tried to significantly increase the opportunity for people to engage in spiritual practice to address a key opportunity from the congregational survey “Spirit Map.” In short, our congregation identified that while they knew it was important to be “present to their own or another’s pain without fleeing or fixing” they lacked skill in doing so. Thus, Kim Mason offered a monthly class on Spiritual Practice which taught different techniques.

Professional staff decided to become accountability partners for each other in the work of growing our anti-racist and multicultural lens. Each week we commit to doing some work in the area and reporting back the next month.

Our pastoral care teams continue to offer a few workshops a year around issues of interest to the congregation.

Our Going Deeper Groups, our small group ministry, continues to help members connect to each other and to live into the Deepen and Connect aspects of our mission. We now have nearly 150 people participating in these groups. The facilitators have met bi-monthly with Rev. Wendy, Annie Scott, and Nick Rogall. These conversations have helped us keep the program agile and connected to our mission.

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.

Nick Rogall joined our staff in 2019 following Beth Leyba’s departure. Nick is learning our church community and engaging long-timers and new folks in Sunday Shared Ministry.

### 2018/19 HIGHLIGHTS

- Spiritual Practices Class
- Began Implementation of Faith Forward Curriculum
- Going Deeper Groups increased by 50%
- Hired Membership Coordinator



**REV. ERIC BANNER**  
ASSOCIATE MINISTER  
**NICK ROGALL**  
MEMBERSHIP  
COORDINATOR



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Additionally, Nick will form and lead a team to host a second book sale after last year's success.

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.

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.

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## MAKING ROOM

At the congregational meeting On April 15, 2018, our congregation voted to support the search for a new church home. A potential property has been identified and the Property Evaluation Task Force and Board of Trustees are working to confirm that it is the best fit for our congregation. In the meantime, other properties continue to be evaluated for suitability.

During the Fall, the congregation had the opportunity to participate in the process with the From Dreaming to Defining survey. Members were asked to answer questions about their dreams for a new campus and to vote on preferred aesthetics for a variety of spaces.

The survey, along with feedback from staff and key lay leaders, led to the completion of Making Room Space Criteria document. JUC member and architect Kevin Keady donated his time to create the document that will aid future architects in the design of the space that may become our new church home.

This March, the special appeal at the annual auction was designated for Making Room projects. Generous JUCers donated over \$13,000 to the cause.

### 2018/19 HIGHLIGHTS

- Members participated in From Dreaming to Defining survey.
- Making Room Space Criteria document completed.
- Over \$13,000 raised to support Making Room projects in annual auction special appeal.

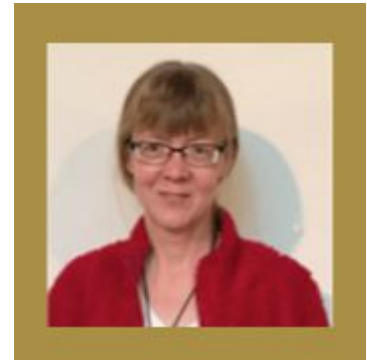


**REV. WENDY WILLIAMS**  
SENIOR MINISTER

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## BOARD OF TRUSTEES

The JUC Board of Trustees defines JUC's strategic outcomes and monitors their implementation. The Board is also responsible for implementing JUC's mission, policies, and plan for the future, among many other matters. This year, the Board continued following up on the goal of freeing JUC from the limits of our Golden campus so that we can more fully live into our mission. We engaged a realtor and reviewed different properties as they became available for consideration. The process of exploration will continue into our next church year as the level of discernment and the sheer amount of work required to meet our obligations to the congregation has been a bit of a surprise. However, we are fortunate that all our Board members are committed to making the best decisions possible as we move forward in implementing JUC's mission.



**ANDREA AIKIN**  
BOARD PRESIDENT

My personal goals for the year included making the Board of Trustees a high functioning team, and working with ministers, staff, and members to achieve our mission: Guided by UU principles and powered by the energy and resources of its members, the mission of JUC is to nurture our spiritual community, grow UUism, and transform the world outside our church walls. As summarized on our Church walls: Deepen to our truest selves, Connect authentically with others, and Engage with needs beyond our own. These sorts of missions are always works in progress that are never fully achieved, but I think we have made progress this past year and I plan for that to continue into our shared futures.

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## GRATITUDE

Thank you, to our RE volunteers who guided, cared for and learned along with our children and youth: **Lynn Gedvilas, Patti Coe-Withington, Elizabeth Powis-Fulks, Alex Wilder, Deborah Andrews, Will Cheever, Sara Kresse, Jacob Zilliox, Nancy von Burske, Brenton Burnett, Mark Gray, Judy Douglass, Melissa Powell, Lynn Gasper, Holly Storm, Elle Fawns, Rosa Bargeon, Darcy Donaldson, Christine Leahy, Gillie Bishop, Julia Meade, Valerie Langston-Brettillio, Melissa Kaltenbach, Ashley Armstrong, Adam Mathiasen, DeDe Cross, Sarah Babcock, Sue Parilla, Debbie Klisis, Ally Malhiot, Ed Stanton, Jessy Hennesy, Dave Entwistle and Mercedes Anderson.**

Thanks to the Religious Education Theme Team of **Gillie Bishop, Jerica Cadwallader, Kristine Mathiasen** and newer additions, **Sara Kresse, Elizabeth Powis-Fulks** and **Holly Storm.**

The Family Ministry Team who embraces our families consisted of: **Brooke Maddaford, Meggin Jackson, Heather Kubert, Do Kazura, Sarah Teschner, Tracy Nolan, Krista Day-Gloe** and **Claire Gardner.**

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

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: **Jon Hassinger, Mary Ann Blumenthal, Judy Douglass, Brooke Maddaford** 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 **Andrea Aikin, Tom Goodreid, Pam Bond, Kathy Covert, David Fleck, Paula Reed, Case Collard, Heather Hageman, Paula Menten** and **Derek Bassett.**

Thank you to **Bob Brayden, Nicole Piasecki, Zack Schreiner, Tolani Finley, and Linda Hartman** for their work on the Internship Committee this year supporting the formation of new ministers!

These members of Jefferson Unitarian Church have gone above and beyond to support our church community during the 2018/19 church year.

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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, Kate Kyanne, Derrith Bartling, Edie Daigle, Mary Anne Schiff, Wendy Carlson.** Thank you!

Adopt-a-Plot organizer and landscape consultant, **Carol Kalmes** helped round up 30 volunteers to take on seasonal landscape maintenance in small chunks. Thanks to Carol and those many volunteers!

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 and estate planning workshops.

Thanks to the Membership Team: **Carol and Clint Flynn, Ryann Hardman and Justin Wauthier, Lynne Haigh, Mary Le Boeuf, Linda Ross, Vicki Collins and Jeremy Smith, and Barbara Munson** for beautifully facilitating the four Path To Membership brunches and two New Member Welcomes. Your service to the new members of JUC is deeply appreciated!

Many thanks to the Pastoral Care Team of **Deda Nelson, Beth Finnell, Sara Lohaus, Sara Kresse, Jill Surber Blackwell, Don Armstrong, Barb Bailey,** and the more than 70 JUCeHelpers who provide meals, rides and loans of durable medical equipment.

Our Justice Council leaders **Jill Armstrong, Gretchen May, June LeCrone, Don Armstrong, Gilla Lachnitt, Laurie Scholl, Martin Voelker, Judy Douglass, Carol Kolesnikoff, and Laura Hollingsworth** have helped our church community to work for justice inside our church, in our community and in the world at large.

Thank you to everyone who helps with Sunday Shared Ministry: our invaluable Hospitality Teams, our hardworking Greeters, Ushers, and Laundry folks, and the ever-crucial Commons Coordinators that make Sundays possible! Special thanks to our most frequent Sunday volunteers: **Dave & Barb Beato, Cathy & Bruce Martin, Linda Boettcher, Deb Cillo, and Sharon Groten.**

Thank you to our Going Deeper facilitators for leading our groups through a fantastic year: **BJ Meadows, Lynne Haigh, Valerie Stone, Bettina Schaden, Ayrolyn Keady, Brooke Maddaford, Elizabeth Collard, Sarah Teschner, Kathy Bassett, Darrin LeBlanc, Zack Schreiner, Bill Finley, Ben Teschner, Skylar Zilliox, Christine Leahy, Patti Stone, Kit Brown-Hoekstra, Charlotte Wytias, Carl Stock, Jane Cadwallader, Torey Ivanic, and Tina Yoder!**