

ANNUAL REPORT 2020



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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2019/20 AT-A-GLANCE

SUNDAY ATTENDANCE

TOTAL MEMBERS

795

NEW MEMBERS

44

FIRST TIME VISITORS
SINCE JULY 2019

235

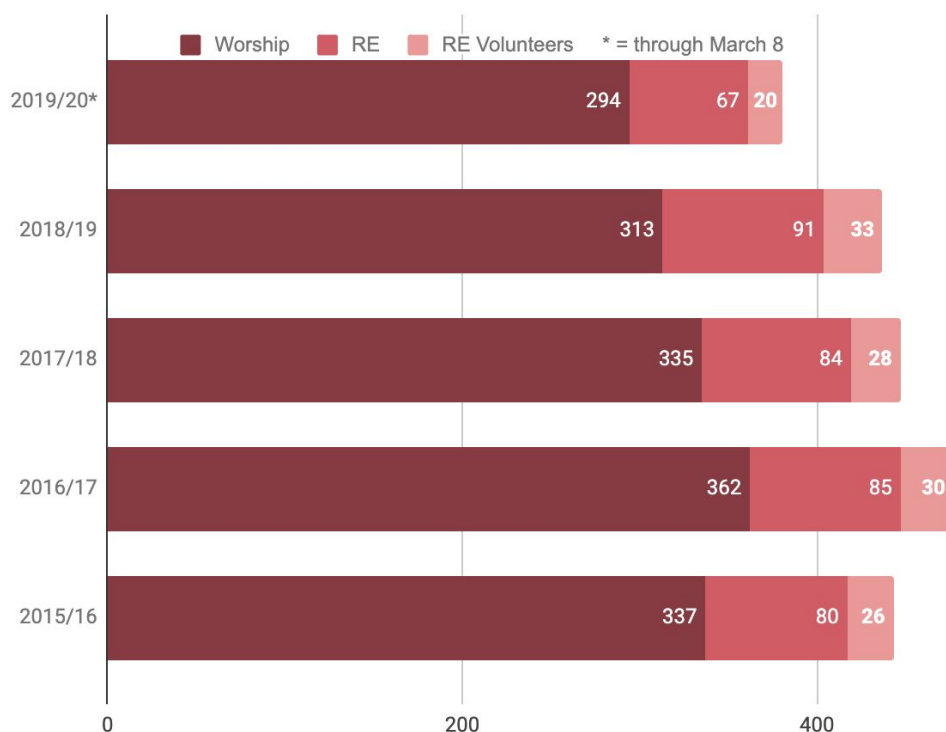
AVERAGE LIVESTREAM
VIEWERS
(THROUGH 3/8)

45

AVERAGE LIVESTREAM
VIEWERS
(AFTER 3/8)

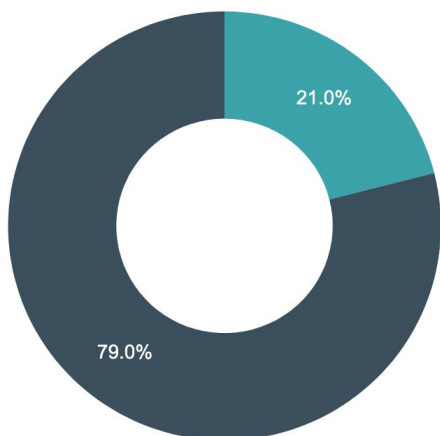
327

AVERAGE SUNDAY ATTENDANCE



SUNDAY SHARED MINISTRY

● Hospitality Team Volunteers ● Sunday Worship Attendees



TOTAL ANNUAL VOLUNTEER HOURS

676

VOLUNTEER SLOTS EACH SUNDAY

13

HOSPITALITY TEAM MEMBERS

102

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RELIGIOUS EDUCATION PROGRAMMING

CHILDREN ENROLLED
IN RE PROGRAMMING

226

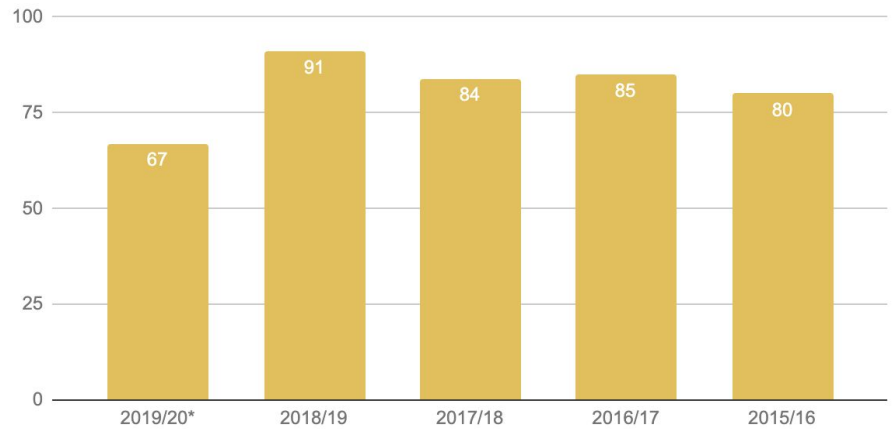
TEACHER VOLUNTEERS

55

AVERAGE WE ARE FAMILY
ATTENDANCE

27

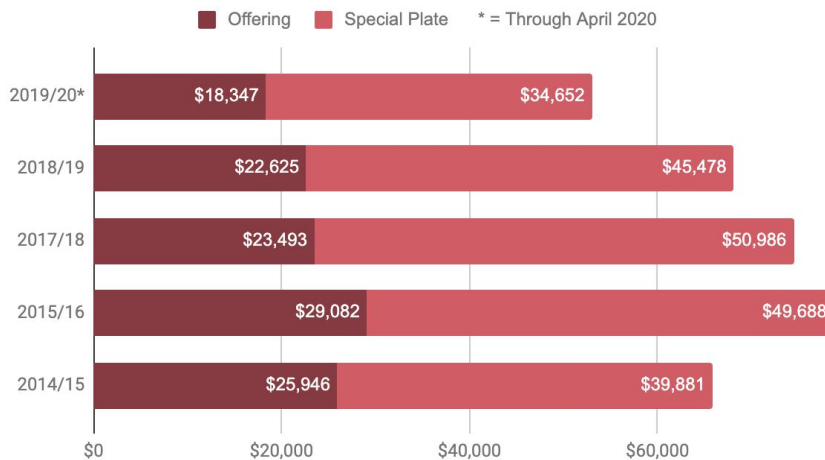
AVERAGE SUNDAY RE ATTENDANCE



* = through March 8

GIVING

SUNDAY OFFERING



AVERAGE MONTHLY PLEDGE

\$131.31

TOTAL PLEDGES
(ESTIMATED)

\$831,000

OPERATIONS
FUNDRAISER REVENUE

\$50,881

MEMBERSHIP

NEW HERE CLASSES

16

TOTAL ATTENDEES

58

COVID-19

Nothing in seminary or in life prepared our staff fully to respond to a pandemic. And yet, as a team, all of our experiences and education helped us collaborate and make the decisions necessary to protect the most vulnerable among us while continuing as a church. We were committed to staying connected though we were physically apart.

With great care, we alerted the congregation in advance of our Saturday, March 7 Auction that we would no longer be shaking hands, hugging, or holding hands at the end of the worship service. Unfortunately, nationally, the prognosis continued to worsen. Thus, by Thursday, March 12, we suspended all in-person activities at church.

That first Sunday, March 15, the staff led a collaborative worship in an empty sanctuary. It was important for our ministry team to be together and hold everyone. That was the last service held at JUC. Since then, our services have been led from our homes online and then streamed through our website and Facebook.

We built a phone team to attempt to contact all member households to check on everyone's welfare. We have built, with the help of our Endowment & Memorial Gift Trust (EMGT), a supplemental fund for folks economically impacted by the pandemic.

Our committees, Going Deeper groups, Justice Teams, and Board have continued to meet via video conference. The choir continues to meet weekly. Staff has maintained its regular, albeit somewhat modified, responsibilities mostly from home.

We have continued to create ways for the congregation to connect and have fun together while apart. This has included a weekly opportunity to send a photo and engage in a creative project.

Overall, while it has been very difficult, staff and volunteers have been flexible and creative in adjusting to the very uncertain circumstances that have arisen.

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WORSHIP

Worship was strong and consistent again this year. For a second consecutive year, our summer services featured a different member offering a reflection and then one of our preachers putting it in the context of the good news of Unitarian Universalism. Each week, someone named a hero and shared the virtue the hero embodied. Their stories resonated with long time members and visitors alike.

As we entered the depth of winter, we offered services as always to hold people through a dark and busy time. Our Christmas Eve services began in the afternoon to welcome and celebrate with our many families with young children. Evening services were oriented to adults and included both contemporary and traditional styles. We continue to grow our Solstice Service as we bridge from those who have long attended that service to families who are making that part of their most beloved tradition.

Our robust music ministry helped guide worship. For more details about our music ministry, [click here](#).

No review of this year would be complete without commenting on the pandemic in which we find ourselves. Indeed, as a staff we stayed current with the news of the pandemic, consulted with medical experts, availed ourselves of various webinars, and made decisions that protected the most vulnerable among us. That meant that we had to cancel the Children's Music Service and since March 15, 2020 we have only been worshipping virtually. The learning curve has been steep, but our team has pulled together and our worship has remained the lifeline of our congregation.

Worship at our church happens between Sundays. Family worship and Evensong have remained important gatherings whether offered in person or online.

Last, but not least, we welcomed a new intern, Jenny McCready. Since she will be with us a second year, we eased her into worship. That said, she has offered our pastoral prayer, as well as led worship. She has a good foundation to bring to increased responsibility next year.

2019/20 HIGHLIGHTS

- Five Christmas Eve Services
- Summer "Hero" Series
- Solstice Service
- Virtual Worship



REV. WENDY WILLIAMS
SENIOR MINISTER
REV. ERIC BANNER
ASSOCIATE MINISTER
REV. KEITH ARNOLD
MINISTER OF MUSIC
JENNY MCCREADY
INTERN MINISTER

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FAMILY MINISTRY

Family Ministry would not be able to flourish the way that it has if it were not for the vibrant energy graciously shared by nearly 60 volunteers supporting JUC families. Much gratitude and appreciation to all who have helped shape and create JUC's Family Ministry programs.

Religious education classes begin with our youngest children in the nursery and preschool where we surround our children with love, music, play, and lessons through stories. In our K-5th grade program, we enhanced the enrichment centers and curriculum to focus on specific UU Principles and Sources, highlighting the monthly theme and defining the centers to target learning interests and styles. Children choose centers where they may reflect and process (head center), create (heart center), or move and experience (hands center). Social justice activities include making animal toys for a local shelter, holding a sit-in at JUC with signs about justice, creating classroom banners for justice, and touring JUC to learn more about conservations. During this time of social distancing, RE classes were offered online.

Neighboring Faiths, our UU World religions program, continues to support our 6th graders in building understanding and compassion for other faiths and to explore their own faith in the larger context of religion. Our Whole Lives for 7th Grades met for most of the year learning about comprehensive and healthy sexuality and development. 8th grade Coming of Age created a deeper connection to their personal identity, UU identity, and discovered ways they can create meaningful change in the world with the support of mentors and teachers. The High School Youth Group (YRUU) met each Sunday using the Soul Matters youth curriculum and held a couple of overnights this year. All youth programs adjusted to online format during social distancing when possible.

The Family Ministry Team has been broadening their understanding of multiculturalism leadership by including a shared reading of Salsa, Soul, and Spirit by Juana Bordas. We hope to continue to embrace new strategies in multicultural leadership and awareness. This year, the FMT supported We Are family Worship with the music leadership of Sarah Billerbeck, the grant proposal and organization of the Couples Retreat (postponed until we can meet in person or we have virtual options), a family-friendly Halloween Party with well over 200 attendees, Saturday morning Yoga & Coffee for Parents. We Are Family worship services, designed for younger families, is still running strong this year and has moved online during social distancing.

SOUPS, Support of Unitarian Parents, meets two Mondays a month, September through May to welcome all parents of children for support, education, and community. During COVID-19, they are meeting online and have been an excellent support for families. Recently they have opened their membership to parents of children of **all** ages.

2019/20 HIGHLIGHTS

- Exploration Centers for K-5th graders
- Family Ministry events and cultural exploration



JULES JARAMILLO
DIRECTOR OF RELIGIOUS
EDUCATION

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SOCIAL JUSTICE

This year the theme of our justice teams has been building and strengthening the partnerships we hold. Our teams engaged in work in new ways to help grow our impact in Jeffco, and across the region, as leaders and partners to build the world we dream about. That was true before the pandemic shutdowns began, and continued after we had to quickly reassess how we might continue to highlight injustice, and create conditions that support narratives and policies that lift everyone in our communities, not just the well-connected or the well-off.

JUC Community Action Network (JUC CAN) started the year with one-on-one meetings with all three Jeffco County Commissioners, Tighe, Szabo & Dahlkemper, to talk about how the county could center justice in its work. One outcome of those conversations was an endorsement, and efforts to pass measure 1A and CC at the state and county level to “de-bruce” revenue caps imposed by TABOR. Both measures failed at the ballot 45-55. JUC CAN and our ministers also partnered with other metro area congregations to hold an event at Shorter AME Church demanding that the Denver Police Department stop using “show up identification” techniques, which disproportionately target young men of color, and are unreliable.

Housing and Poverty partnered with the Action Center on a record setting one-day sock drive that brought in nearly 40,000 new pairs of socks, including more than 1200 from JUC alone. We also stepped up to address the COVID-19 pandemic by raising more than \$4,000 to allow Family Promise guests to stay in hotel rooms, rather than exposing them and our members to possible coronavirus transmission.

The UUSC team ended their longstanding coffee and chocolate sales in the face of widespread availability of free trade items in other retail outlets, but then stepped up to provide the financial backstop to half of our ADIVIMA scholarship students who could not access their schools once they went online due to the pandemic this spring. A visit by UUSC President, the Rev. Mary Katherine Morn, was canceled after the outbreak, as was the coming year’s trip to visit our partners in Guatemala, but in July of 2019 we had our second ever teens and adults trip, which brought together JUC youth and scholarship recipients for intercultural exchange and learning. 15 scholarship recipients graduated this year.

Food & Nourishment provided amazing support to the mission at Arvada Rising Homeless Day Site. Funds raised through the Abundant Harvest Table on Sundays were used for dishwashing equipment, transitioning the meals away from single use table goods. Then, once the pandemic hit, the volunteers made both a hot meal and sack lunches for some 60 people every week.

2019/20 HIGHLIGHTS

- Provided devices to keep half of our Guatemala scholarship students connected to school during the pandemic
- Abundant Harvest helped feed more than 50 people each week in partnership with Arvada Rising



REV. ERIC BANNER
ASSOCIATE MINISTER

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CONGREGATIONAL LIFE

Our Young Adult ministry restarted this fall, with monthly gatherings that continued in the wake of COVID-19. The group also arranged joint activities with the young adults at First Universalist Church of Denver.

Being UU transitioned to Being the Change, a ministry focused on offering a wide variety of spiritual, discernment and practice opportunities, as well as programming to strengthen members' intercultural competence and equip them with tools for social and cultural change. We seek to engage people in UU history and develop UU identity through small groups and newcomer classes.

We held the first all-ages retreat in many years. Led by Rev. Eric, over 250 people spent an October weekend at Snow Mountain Ranch building community, learning and growing together.

While much of the work of our pastoral care teams this year started out as usual, they were able to pivot in the wake of the pandemic. In the fall Rev. Eric held a grief support group, which was appreciated by JUCers experiencing a loss. We companioned people in birth, death, and illness, and shifted our work in the face of social distancing this spring. Changes included the inability to hold memorial services, the implementation of a flower delivery ministry, and over 50 volunteers called every member household during the first weeks of the stay-at-home orders. Our Endowment & Memorial Gift Trust offered a \$10,000 grant to support JUCers who were financially impacted by the crisis, and a member who is a geriatrician held a workshop on advance medical care directives, which was recorded and shared online.

Going Deeper remains a strong program with a total of 12 groups convening. Groups have transitioned to meeting online and materials have been adjusted to address the pandemic.

Golden Circle Luncheons, our regular event for JUCers age 70 (and better), continues to thrive! This year marked the first luncheon with total attendance in the triple digits.

Shared Ministry remained a vital part of our Sundays at JUC. The Coffee Attendant position returned and we continue to look for more people to volunteer in helping out monthly.

Our New Here program for incoming members was held online during the pandemic and a virtual visitor form was created to connect folks checking out our livestream.

2019/20 HIGHLIGHTS

- Gather the Spirit Retreat held in October
- Young Adult Ministry rebooted with new leadership

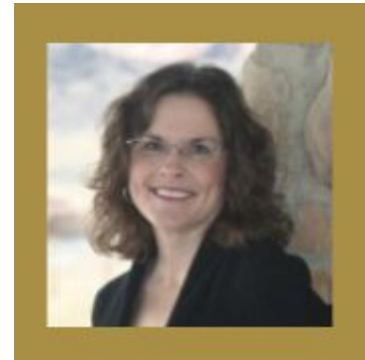


REV. ERIC BANNER
ASSOCIATE MINISTER
NICK ROGALL
MEMBERSHIP
COORDINATOR

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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 worked intensely with the Making Room Posse to reach an agreement in principle for campus swap with Lakewood Church of the Nazarene (LCN). We, along with the Posse, presented the congregation with the proposal to purchase LCN with our campus plus \$2 million. Guided by the financial feasibility study provided to the board, the Making Room Capital Campaign launched the Foundation Phase, contacting members we anticipated giving gifts of \$10 thousand or more. It was highly successful, obtaining pledges for over \$2.5 million. The Wider Horizons Campaign launched for the rest of the congregation in March. Unfortunately, the novel coronavirus, COVID-19, began escalating at almost the same time. Given the economic uncertainties raised by this global pandemic, the entire Making Room Project has been put on hold. It will be some time before we can assess how to resume, but I do anticipate resuming our efforts.



PAULA REED
BOARD PRESIDENT

Initially, my goal for the year was to facilitate the board in finding a new home to make more room at JUC. I believe we were well on our way to success, and fully anticipated an affirmative vote in May to proceed with the campus swap and purchase of LCN. With the statewide “stay at home” and “safer at home” orders beginning in March, and the end of in-person service and meeting attendance, my goals changed dramatically. My first goal was to keep the board functioning, continuing to carry out regular duties such as participating in ministerial reviews and planning a spring congregational vote, despite neither the board nor the congregation being able to meet in person. The board carried on the rest of the church year via video meetings, keeping the physical, emotional, and institutional health of our congregation foremost in our discussions. As of this writing, the regular congregational vote for elected leaders and budget approval is set to occur without a physical meeting with a voting deadline in June.

I am very proud of what the board accomplished this year. As mentioned, the congregation was well on its way toward fulfilling the board goal of freeing JUC from the limits of our Golden campus so that we can more fully live into our mission. I have faith we will accomplish this, yet. In the face of a global health crisis unprecedented in the life of Jefferson Unitarian Church, we continued to fulfill our duties to the congregation while caring for one another. Next year comes with a host of challenges, but I know the next board and everyone here at JUC will meet them and emerge stronger.

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GRATITUDE

Worship Associates for finding chalice lighters, offering readings and stretching into different styles of worship: **Gail Abbott, Dindy Fuller, Sarah Babcock, Linda Hartman, Bob Drew, and Karey Sutton.**

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: **Brooke Maddaford, Judy Douglass, Jon Hassinger, Jill Surber Blackwell, Sarah Davidon, and Skylar Zilliox.**

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, David Fleck, Paula Reed, Case Collard, Heather Hageman, Ken Andrus 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!

Many thanks to the Pastoral Care Team of **Deda Nelson, Beth Finnell, Deb Kitner, Lynne Haigh, Ira Ehrlich, Susan Walker, Julie Andrus, Phyllis Bunting, Jill Suber-Blackwell** and the more than 70 JUCeHelpers who provide meals, rides and loans of durable medical equipment.

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

All Ages Church Retreat Team – **Bill Finley, Deb Kitner, Jon Kitner, Jessy Hennesy, Mercedes Anderson, Karey Sutton, Kate Kyanne**

Thank you to our Going Deeper facilitators for another successful year and a fantastic transition to online Zoom calls: **Jane Cadwallader, Torey Ivanic, BJ Meadows, Lynne Haigh, Rachelle Trujillo, Ben Teschner, Erik Greensfelder, Theron Sutton, Al Begin, Claire Garland, Heather Kubert, Doreen Kazura, Nicole Aimone, Bob Drew, Barbara Ludwig, Kathy Bassett, Judy Douglass, Charlotte Wytias.**

Thank you to our entire Sunday Shared Ministry team - taking care of everything from Commons Coordinating & Greeting to Ushering, Coffee, & Laundry. Special thanks to our super volunteers

These members of Jefferson Unitarian Church have gone above and beyond to support our church community during the 2019/20 church year.

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(volunteering more than 8 times!): **Bruce & Cathy Martin, Jeff Pederson, Karen Oxman, Linda Boettcher, Linda Horn, Margie Robinson, Diane Flannery, Sharon Groten, & Mary Anne Schiff.**

A big thank you to our Membership Engagement team and our New Here facilitators for kicking off a brand new program! Thank you to **Pam Moser, Barbara Munson, Kathy Stroh, Andrea Aikin, Barb Scherer, Judy Gangloff, Katie Wheeler, Linda Grantham, Mary Anne Schiff, Tracy Nolan, & Vicki Olson** for your dedication to helping our visitors and new members. An additional special thanks to **Len Wheeler** for his continued calls to new visitors!

Jefferson Unitarian Church's Music Ministry relies on countless volunteers and dedicated staff to enrich worship, teach our children, and invite participation into church life. Thank you to those members offering special music this year include **JoDee Hambright, the EverHopefuls - Chris and Steef Sealy, Dea Brayden, and Dave Devitt - Melissa Monforti, Dave Cadwallader, Claire Barta, Todd LeBlanc, Dave Bakulski, Sophia's Journey, and Michael Kelley.** Now that services are online, thanks to **Katie Edwards** for lending her technical expertise.

Before mid-March, volunteers staffed the front office at JUC every weekday. Now some are taking on home projects since our building is closed. Stalwart, Linda Horn, has continued in her key role of processing cash and checks and making our deposit on Monday mornings. Thank you to **Linda Horn, Betty Minor, Trinity Saffer, Kate Kyanne, Edie Daigle, Mary Anne Schiff, Wendy Carlson, Ira Ehrlich and Stephanie Denzin.**

Adopt-a-Plot: Over 30 volunteers helped last summer to take on seasonal landscape maintenance of "their" slice of JUC property. We are rounding up repeat customers and already have some new people who are interested in helping for summer 2020. Thank you!

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.

The Leadership Nominating Committee worked all year to get to know members and seek out those interested in leadership at JUC. Thanks go to **Jane Keen, Mary Anne Schiff, John Hambright, Zack Schreiner and Brad West.**

The Endowment and Memorial Gift Trust Directors steward the endowment funds and evaluate and grant requests for thousands of dollars every year. We are grateful for **Pat Emery, Mike Kramer, David Entwistle, Rachelle Trujillo and Bill Finley.**

Thank you, to our RE volunteers who guided, cared for and learned along with our children and youth: **Ally Malhiot, Darrin Le Blanc, Rachelle Trujillo, Mike Tamburro, Barb Ludwig, Chase Malhiot, Candice Owen, Denise Burrows, Lori Gray, Marla Tamburro, Jay Wilsey, Andrea Aikin, Pam Moser, Candice Owen, Ed Stanton, Mercedes Anderson, Jessy Hennesy, Mike Cross, Gillie Bishop, Melissa Kaltenbach, Lynn Timble, Heather Revanna, Nancy Von Burske, Jacob Zilliox, Sara Kresse, Ben Jackson, Suzanne Henry, Briana McCarten, Marla Basset, Claire Garland, Judy Denison, Ken Andrus, Cathy Jacobus,**

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Meggin Rutherford, Alex Wilder, Lynn Gedvilas, Patti Coe-Withington, Will Cheever, Deborah Andrews, Judy Douglass, Julie Andus, Krista Kremer, Holy Strom, Kevin Maddaford, Dede Cross, Mike Neumann, Andrea Aikin, Kristine Mathiasen, Adam Mathiasen, Bear Fawns, Betty Lynn, Ashley Armstrong, Rob Billerbeck, Dick Schaffer, Charity Neumann

The Family Ministry Team who embraces our families consisted of: **Brooke Maddaford, Meggin Jackson, Heather Kubert, Do Kazura, Sarah Teschner, Tracy Nolan, Claire Gardner, Heather DeCaluwe, Leigh Walzer**