



**Unitarian Universalist
Congregation of Fairfax**

Annual Report 2017-18

June 14, 2018

*Unitarian Universalist Congregation of Fairfax
P.O. Box 130
2709 Hunter Mill Rd.
Oakton, VA 22124
703-281-4230
uucf.org*

Unitarian Universalist Congregation of Fairfax Annual Report 2017-18

Board of Directors

President	Paul Atelsek
Vice President	Anthony Salvi
Secretary	Peggy Hillman
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Adult Spiritual Development	Cheryl Sadowski
Caring and Wellness	Linda Zack
Membership and Outreach	Shannon Williams
Property Stewardship	Suzy Foster
Social Justice	Wini Atlas
Worship and Arts	Susan Bennett

Staff

Senior Minister*	Rev. David A. Miller
Assistant Minister*	Rev. Sarah Caine
Intern Minister	Pippin Whitaker
Director of Administration*	Jenice Jones-Porter
Interim Director of Religious Exploration	Diana Tycer
Dir. of Music and Arts/Worship Coordinator	Laura Weiss
Facilities Manager	Bill Braband
Communications Director	Mary Lareau
Youth Ministry Coordinator	Courtney Firth
Administrative Coordinator	Mary Foster
Communications Specialist	Sarah Creel
Summer Director of Religious Exploration	Lisa Riddle
Education Assistant	Melissa Campos-Poehnert
Audiovisual Technician	Alison Raffaldt
Audiovisual Technician	Jonas Verbusaitis
Children's Music Director	Mary Gaskins
Child Care Coordinator	Tasha Jackson
Sexton	Rony Cabellero
Custodian	Flori Diaz

Coordinating Team

Peter Krone and Kathy Smerke Hochberg, lay members, along with these (*) staff members

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Senior Minister's Report

Rev. David A. Miller

This year has been a year of experiencing a shifting landscape for our country, our denomination and our congregation. In our country, this year has been challenging to many of the values held dear by the principles of Unitarian Universalism and the shared values of those in our congregations. This backdrop is also the setting for a historic downward shift that continues in attendance and support of religious communities in our country and an evolving understanding of the challenges that face the systems and structures of Unitarian Universalism.

With that said, UUCF has continued to provide the spiritual grounding and loving home needed to face these challenges and continues to do the work of transformation of ourselves, each other and the world. This congregational year began with a significant event in UUCF's history with the hanging of the Love Is Love banner at our entrance along Hunter Mill Road during a worship service led with love by Rev. Hope Johnson and her sister Unitarian Universalist Association (UUA) staff member Dr. Janice Marie Johnson. The event was the culmination of a year's worth of congregational work.

With the transitions in the world and at the UUA, we have experienced transitions at UUCF. Director of Religious Exploration Linnea Nelson and her spouse, Ted Nelson, followed new opportunities to Florida and after almost 10 years at UUCF, Director of Administration Rich Sider retired. Rev. Laura Horton-Ludwig followed the next step in her ministerial journey to be the lead minister at the UU congregation in Williamsburg, VA. We are grateful for the new staff members who have taken on these roles: Rev. Sarah Caine as assistant minister, Jenice Jones-Porter as director of administration and Diana Tycer as interim director of RE.

We are also grateful for the excellent service of Intern Minister Pippin Whitaker who worked with us full-time this year and will be with us half-time next year as she completes the requirements to move on in her ministerial journey.

For this annual report, I want to remind the congregation of the guidance from which all things flow - the mission, vision and strategic plan. Our and my activities have and continue to be in accordance with these guiding thoughts and documents.

Mission

The Unitarian Universalist Congregation of Fairfax is a progressive religious congregation whose mission is to transform ourselves, our community and the world through acts of love and justice.

Vision

Our vision is to **Grow. Connect. Serve.**

- We grow as individuals and as a community through worship, service, play and caring for one another, thereby deepening our appreciation of the gifts of life and love.
- We connect to and care for our families, our congregation and our community.
- We serve our world through our work and commitment.

Our strategic plan's four goals can be summarized as follows:

- Collaborate with area UU congregations to expand the impact of Unitarian Universalism in Northern Virginia.
- Take new and bold actions to expand the impact of Unitarian Universalism in Fairfax County.

- Increase congregational cultural competency and diversity.
- Focus all we do on furthering the mission of the congregation.

With these influences, there were other inputs from this year that include an incredibly transformative experience at General Assembly (GA) focused on race and systems of supremacy in our association and the world. As we began the year, our normal start-up retreats were influenced by the experience of those who attended GA. These start-up retreats included the:

- Social Justice Council
- Worship Committee
- Racial Justice Steering Committee
- UUCF Leadership
- UUCF Board of Directors
- Lay Ministers

Below are some of my activities guided by the mission, vision and strategic plan.

1. **Social Justice** – We continued to work on justice issues as called on by the history of our faith tradition and the demands of the time in which we live. Some of those included:
 - **Gun Violence Prevention National Clergy Witness Event** – This interfaith worship service brought together hundreds of faith leaders from all traditions. For 5 years since the Sandy Hook massacre, there have been direct actions, protests, chanting, politicians, speeches, protest signs and more in front of the National Rifle Association headquarters, but until now, there had never been an interfaith worship service bringing a moral voice of clarity and solidarity to these witness events. UUCF did an amazing job of leading and supporting this event.
 - **Racial Justice Steering Committee** - Continued to support the Racial Justice Steering Committee in its efforts to address issues of race and justice at UUCF as the mission and activities evolve to address the growing needs of transforming systems of supremacy.
 - **Racial Justice Training and Conference** –
 - Revolutionary Love Conference in New York City with speakers including Van Jones, Parker Palmer, Rev. Dr. William Barber, Valarie Kaur and Rev. Jacqui Lewis.
 - Mosaic Makers Conference – This was a dynamic gathering and learning community for teams from congregations deeply engaged in the work of building intentional multicultural community. These congregations, as identified by UUA national and regional staff, gather together in spiritual community for two-and-a-half days of workshops, experiential learning and community building around the theme of strengthening the fabric of UU multicultural ministries.
 - **Washington Protests and Witness Events** – This year, there was a call almost every week to attend some sort of witness event or protest in DC from the UUA and other organizations. There was no possibility of attending them all so below is a partial list of those attended:
 - National launch of the New Poor People’s Campaign.
 - Witness event on health care to support members of the National Black Clergy Association.
 - Health care witness event with arrests at Sen. Mitch McConnell’s (R-KY) office.
 - The March for Our Lives and organizing buses from UUCF to facilitate attendance.
 - Lobbying Day and Gun Violence Prevention rally in Richmond during the Virginia General Assembly’s legislative session.
 - The 1000 Ministers March on Washington.
 - March at the White House for Dreamers and DACA recipients.

- Protest against Immigration and Customs Enforcement (ICE) at ICE headquarters for unfair detentions.
 - Witness event and service for ICE actions at a local homeless shelter/church.
 - **Charlottesville** - Besides other named and unnamed activities, perhaps the most profound was my experience in Charlottesville. The whole experience has had an impact on my ministry all year, including my stark awareness of the hate underlying some of our politics and the need to be an active voice of love and justice.
- 2. General Community Work**
- **Communities of Trust** - Continued meeting with the Fairfax County Communities of Trust Group, a liaison group that brings together clergy, people from traditionally marginalized communities and law enforcement officials.
 - **Representing UU Voice and Values** -
 - Delivered a homily at this year's James Madison High School Baccalaureate Service for the second year.
- 3. UUCF Fundraising and Administration**
- **Generosity** - Increased my involvement in the Generosity Team and am now working with our new co-chairs to take a more active role in supporting generosity in the congregation.
 - **Led and Organized Two Searches** - Director of Administration and Assistant Minister.
 - **Served on the Annual Giving Campaign team** to ensure successful funding of the 2018-19 congregational year.
- 4. UUCF Education, Workshops and Other Activities**
- **Young Adult Program** - With this year's leadership of Intern Minister Pippin Whitaker, supported the first Young Adult worship service.
 - **Annual SR&R Presentation** - Presented a Science, Reason & Religion session on race with Derwin Overton, executive director of OAR Fairfax.
 - **Coming of Age Trip** - I attended the Coming of Age trip to Boston with some of our youth; it was a blast!
 - **UUCF Adult Retreat** - Reflection Workshop
 - **Adult Education Reflection Class**
- 5. Denominational Work**
- **UU Minister's Association (UUMA) Collegiality Team** - To replace my service to the association from the Covenant Task Force, on which I served last year, I accepted the request to co-chair the UUMA Collegiality Team and attended the retreat in October in Chicago.
 - **Mentoring** - Continued to mentor a UU minister in Preliminary Fellowship (now completed).
 - **Shift Happens** - Led the workshop for the Loudoun County UU Congregation in June.
 - **Collegial Meetings** - Continue to attend meetings of the DMV Ministers' Chapter of the Chesapeake Unitarian Universalist Ministers Association (CUUMA) during the year.
 - **UU DMV Area Support Group** - I have invited and have begun attending a support group with four of the five area large UU congregations (over 550 members) and others.
 - **CUUMA Parties** - My spouse, Alice, and I hosted an end-of-the-year party at our house last June and a holiday party in December.

Aside from the aforementioned activities, events and administrative work, the ministry staff is focused on longer-term goals. The ministry team is attempting to view these goals through a number of frameworks that include our UUCF vision, the goals of the strategic plan and the issues and context of what is happening in the world. To that last point I offer these thoughts:

- The context that we are living in includes cultural wavering between uncertainty, despair and hope.

- The lens of systems of white supremacy and oppression that inhibit Beloved Community is specifically being lifted up throughout Unitarian Universalist institutions and community.
- In its striving to be a congregation with a generosity of spirit, UUCF, like many other UU congregations in this time of shift, is struggling with the delicate balance of meeting our individual needs and supporting the needs of others.
- How well are we undertaking, designing and offering programs, worship, activities, lifespan religious exploration, spiritual enrichment and deepening that supports collective liberation?
- How well are we facilitating and supporting not like-minded people but like-hearted people who are open, loving and flexible in a time of challenge and wilderness (see first bulleted item).

The following projects will continue beyond this year as major areas of focus:

- 1. Innovation Project** - At the publishing of this report, the Innovation Fund Project Search Committee has completed its search for a young adult community leader for the next phase of the project. This leader will begin around Aug. 1 and will continue designing and enhancing this initiative to create a project to serve young adults in nontraditional ways and further the spread of UU values. Rev. David will serve as direct supervisor to this position and will work in close coordination with the project's advisory committee.
- 2. Reach Social Justice Project** - Working with the Social Justice Council to create, distribute and receive applications to begin processing possible projects to spend the portion of the Reach Campaign funds now available for specific, high-impact social justice efforts.
- 3. Beloved Conversations** - Working with the Racial Justice Steering Committee to bring a congregation-wide facilitated training/conversation on race and associated topics for the new congregational year.
- 4. Congregational Covenant of Right Relations** - Formed a task group working to facilitate and implement a process to create a congregational Covenant of Right Relations and possibly a new conflict engagement policy. This is a substantial and important project. It is a direct support for our vision and a next step in our evolution as a congregation. It will hopefully be an opportunity for us to work together as a congregation to continue moving toward a community of love and purpose and help to support healthy systems, right relationship and working together for collective liberation.
- 5. Spiritual Enrichment Initiative** - The purpose of the redesign of the assistant minister's job was to create a focal point for integration of the membership process and connecting members into opportunities to deepen relationships, leadership preparation and spiritual enrichment. The hope is to provide a broader spectrum of spiritual offerings, including spiritual direction groups, small groups for spiritual exploration and providing guidance and resources for committees and other congregation groups for spiritual enrichment. In the fall of 2018, we will launch this initiative as a congregational program that will include a Covenant Group relaunch designed to add more short-term groups for new attendees at UUCF and more seasoned attendees to interact in small group ministry settings. This design will help support the mingling and integration of newer members with more long-term UUCF members.

Board of Directors

President Paul Atelsek

Purpose and Responsibility

The board operates under a policy-based form of governance. The board's primary purpose is vision, strategy and decision-making on major matters that affect the long-term well-being of the congregation.

Day-to-day management of operations is handled by the Coordinating Team (CT) within limits established by the board. The board's primary activities are to communicate with the congregation, articulate UUCF's goals and priorities, envision ways to enlarge or strengthen congregational programs and systematically evaluate the performance of the senior minister, the CT and the board itself. The board has adopted the following mission statement: **The purpose of the UUCF Board of Directors, as the stewards of the congregational mission, is to create an evolving vision and strategy that challenges the congregation to live its mission by nurturing relationships of love, respect and trust.**

Committees

The board Executive Committee includes the president, vice president, treasurer and secretary. The other board-chartered committees are the Financial Oversight Committee, Ministerial Assessment Committee, Coordinating Team Assessment Committee, Board Self-Assessment Committee and Generosity Team.

2015-18 Strategic Goals

The board works under the current strategic goals. At a time in the world that calls for boldness, these UUCF goals will create opportunities and initiatives to expand the reach and impact of Unitarian Universalism both within and beyond the congregation:

- Work with local UU congregations to identify innovative ways to share and leverage resources for the purpose of growing Unitarian Universalism in depth, size and impact.
- Develop a project or projects that demonstrate and practice UU values in new ways beyond our campus.
- Intentionally grow our cultural competency in ways that challenge our comfort, expand our awareness and promote social and spiritual healing.
- Strengthen, streamline and evaluate our focus on mission.

Policy and Fiduciary Tasks

The board completed the following foundational policy and fiduciary tasks during 2017-18:

- Lay appointments: Appointed lay leaders in various roles, including Nominating Committee, Lay Minister for Membership and Outreach, Generosity Team, Annual Giving Campaign and the Program Evaluation Committee. Filled a midyear board vacancy by recruiting Jennifer Caires.
- Staff Hiring: Voted to hire Interim Director of Religious Exploration (DRE) Diana Tycer and defer the search for a permanent DRE for a year. Participated on the Director of Administration Search Committee and later voted to affirm the recommendation of the committee to offer the position to Jenice Jones-Porter. Approved the salaries and signed contracts for Jenice and Assistant Minister Rev. Sarah Caine and later consulted with the CT on extending their contracts for an additional year.
- Approved recommendations for Endowment Fund Committee grants and a supplemental out-of-cycle grant.
- Approved the Program Evaluation Committee's evaluation of the Religious Exploration program and provided input on its scope.
- Assisted the CT in its efforts to establish right relations within the congregation and approved the establishment of a Congregational Covenant/Right Relations Task Force.
- 501(c)(3) status: Worked closely with the CT on changes to the Articles of Incorporation and development of a Conflict of Interest Policy needed in order to apply for 501(c)(3) status for UUCF, which will allow us to apply for certain grants that are restricted to 501(c)(3) organizations. Conducted a special congregational meeting where the amendment was adopted.

- Organized and conducted special congregational meetings to approve Sarah Caine and McKinley Sims for ordination. Participated in the ordinations of both ministers, including traveling to Philadelphia for McKinley's co-ordination with the Unitarian Society of Germantown in Philadelphia, PA.
- Formed committees to perform annual assessments of the board, the CT and the senior minister.

Board Development

The board participated in several trainings, including a local cluster board training held at River Road UU Congregation, a UUCF board orientation at UUCF and a retreat during which we decided on the following goals for the board year.

Board Goals for 2017-18

1. Mission/Vision: With the congregation, revise mission/vision to meet developing needs in the world.
 - Mission/Vision statements of other congregations were examined as potential models for UUCF. This goal was suspended midyear after it was proposed that the congregation adopt a covenant, because there was overlap in describing the desired UUCF community, and the board did not want to confuse or overtax the congregation by changing too much at one time.
2. Transformation/Healing: Model and encourage humility and vulnerability needed in order to examine and dismantle systems of oppression and find ways to resource this work for UUCF members.
 - Considered a congregational survey concept presented by a congregant.
 - Discussed and presented various methods for addressing this goal. Considerations included panels, surveys, education and coalition building.
 - Audited existing social justice campaigns to see how they fit within the social justice framework.
 - Considered what other congregations are doing to dismantle systemic oppression.
 - Working on how to support denominational efforts to dismantle white supremacy.
3. Financial: Introduce financial impact education, increase awareness among membership about deficit, and evaluate physical plant and financial reserve maintenance.
 - Advised the CT on new ways to explain to the congregation the impact of the budget difficulties UUCF has been experiencing the last few years.
 - Held four budget forums, sent out an email on sustainable budgeting with charts, engaged in numerous one-on-one and email discussions with congregants.
 - Coordinated with the Annual Giving Campaign chair, the Generosity Team and the CT on its communications with the congregation around the budget.
 - Discussed with the Property Stewardship Council the deferred maintenance backlog and ways to cope with it. Recommended a professional be consulted to create a detailed and prioritized maintenance/replacement master plan and obtain better estimates.
 - Provided clear expectations to the CT on earlier budget submission and certain budget cost-saving measures.

Fundraising

- The board hosted a Foods of the World Auction dinner on Sep. 29.
- Board members participated in supplemental calls for the Annual Giving Campaign. This campaign was met with a generous response from the congregation, which increased pledges substantially and producing an unprecedented number of increased pledges over the preceding year. This allowed UUCF to largely end the "stopgap measures" that had been employed in previous years to close the budget gap and produce a more sustainable budget.

Social Justice

UUCF works in a variety of social justice fields to fulfill our principle of justice, equity and compassion for all. To support these efforts, the board endorsed or participated in a number of projects, including:

- The board approved the implementation of a UUCF campaign to support the Promise and the Practice of Our Faith pledge. This will enlist the congregation's support in fulfilling a pledge by June 2019 to support Black Lives UU (BLUU) in ways that raise awareness of the importance of the work of BLUU and encourages participation in racial justice work.
- Board members participated in social justice events including demonstrations in Fairfax and Washington in support of immigration rights and gun violence prevention, including the March for Our Lives.
- Board members are active on the Racial Justice Steering Committee, Equality UUCF, Rebuilding Together and Hypothermia Shelter.

Representation of Values to the Public

The political and social maelstrom that gripped the nation after the presidential election continued this year, unabated. The Board, CT and congregation grappled with the best way to represent UU and UUCF values to the public and how best to make decisions about this. The board continued to support the CT's "Taking Public Positions on Social Justice Issues" policy by participating in many one-on-one conversations and feedback via email with the congregation about the Love Is Love banner and participating in its installation ceremony on Hunter Mill Road. Board members supported Equality UUCF in the process of assessing UUCF's Welcoming Congregation status. The banner has generated many positive comments and was cited by many new visitors as something that attracted them to UUCF.

UUA Engagements

Board members will attend the UUA General Assembly in June 2018. The board participated in several President's and Leaders Roundtables hosted by Rev. David Pyle of the UUA's Central East Region (CER) and attended a CER "How to Be a Strategic Board" workshop in October.

Volunteers and Staff

Paul Atelsek, president; Anthony Salvi, vice president; Peggy Hillman, secretary; Jeff Snyder, treasurer; Ashley Rothermel, assistant treasurer; Karen Wolf, Kristin Keen, Milo Valenzuela, Mary Odell Butler, Jennifer Cairns (at-large); Rev. David A. Miller (ex-officio); Rich Sider, director of administration through December 2017, and Jenice Jones-Porter, director of administration starting January 2018 (staff support)

Coordinating Team

Director of Administration Jenice Jones-Porter

The four 2019-20 UUCF strategic goals are:

- Collaborate with area UU congregations to expand the impact of Unitarian Universalism in Northern Virginia.
- Take new and bold actions to expand the impact of Unitarian Universalism in Fairfax County.
- Increase congregational cultural competency and diversity.
- Focus all we do on furthering the mission of the congregation.

Below is a summary of Coordinating Team and UUCF staff work on the annual goals established by the CT at the beginning of the year. Each of the annual goals relates directly to the four strategic goals.

1) Ensure that a development committee for the Innovation Fund Project is formed and support its work to conduct a feasibility study.

The Innovation Fund Project Search Committee completed its search for a Young Adult Community Leader. Three candidates were interviewed and one candidate, Tyler Coles, was offered the position and accepted. The position was created to reach and serve young adults in the community. Tyler will begin in September.

2) Following the Program Evaluation Committee recommendations on membership, implement strategies for engaging new and longtime congregants and facilitating active engagement in the life of the congregation.

Rev. Sarah Caine and Lay Ministers Shannon Williams and Cheryl Sadowski created and will launch the Spiritual Docent Program at the end of the 2017-18 congregational year, with the pilot year set to launch during the 2018-19 congregational year. The program will provide an avenue for engaging new and longtime congregants and facilitating active engagement in the life of the congregation. Training for docents will take place this summer.

3) Foster spiritual grounding throughout congregational activities and programs.

Nurture spiritual grounding throughout congregational activities and programs. Rev. Sarah, Rev. David A. Miller and the Lay Ministers Council have included spiritual practices in their monthly meeting and encourage the committees in relationship with the lay ministers and ministers to do the same and/or reflect on the ways their work on UUCF's behalf is a spiritual practice in and of itself. Rev. Sarah recently presented a training for the Pastoral Care Associates on how laypeople can offer spiritual care, given the differences of beliefs found within Unitarian Universalism. Attending to the spirit will be part of the training for docents as well. This is an ongoing goal.

4) Make the Covenant Groups process more accessible and clearer.

The Covenant Groups process is becoming clearer, and an event for curious churchgoers to explore what the groups entail was held May 27. A similar event will be held in the fall to promote the new Covenant Groups as they are rolled out and recruit interested facilitators. Stacy Casey joined the Covenant Group Leaders Team and wrote a wonderful blog on small group ministry. This is an ongoing goal.

5) In collaboration with the Racial Justice Steering Committee, support efforts to increase congregational cultural competency.

The Racial Justice Steering Committee is weighing the merits of a couple of comprehensive transformational anti-racism programs and will select one to roll out to the entire congregation over the next year. The committee will also focus on various cultural competencies of current and future programs.

6) Establish a rapid response network among congregants to facilitate timely responses when threats occur to vulnerable populations.

While communications staff has used Facebook and the weekly email announcements as a temporary substitute for a rapid response network, plans have been developed to establish a more formalized rapid response network. These plans were delayed with the recent decision to migrate to a new database. Following the successful conversion to Realm in fall 2018, these plans will be revisited and implemented.

7) Lead and support young adults at UUCF and form a campus ministry at George Mason University.

Intern Minister Pippin Whitaker has gathered young adults to take part in a regular monthly brunch and reflection and renewal as well as periodic social and/or social justice activities. During the year the CT decided for strategic reasons to focus on the UUCF community rather than campus ministry.

8) Identify a program for evaluation by the Program Evaluation Committee (PEC) and complete the evaluation.

The PEC report on UUCF's RE program made a number of recommendations, including: a multipronged, sustained effort to emphasize teacher recruitment from the entire congregation, simplifying the RE experience for volunteer teachers and children (through a combination of curricula simplification and the organization of weekly classes), improving the RE program's ability to accommodate children with special needs as well as children who present classroom management challenges, and deciding on a vision for the future of intergenerational worship.

9) Address support systems that are impeding UUCF's ability to carry out its mission.

a) Lead and manage the hiring processes for the Director of Administration and Director of Religious Exploration positions. Ensure that staff hiring processes include a strategy for recruiting underrepresented groups.

- Jenice Jones-Porter, an African American woman, was hired as Director of Administration.

b) Identify and support Annual Giving Campaign (AGC) and Auction leaders.

- Suzanne Leonard and Heather Wiemer co-chaired a successful Auction. Meg Harrelson chaired the AGC.

c) Working with the Generosity Team, establish a Planned Giving Committee.

- Rev. David is working closely with the Generosity Team to broaden the financial foundation of the congregation including an active Planned Giving Committee.

d) Complete Reach Campaign-related grounds and energy conservation projects.

- Reach Campaign funds are now available for specific high-impact social justice efforts.
- The window project was implemented and completed.
- The septic system upgrade project has begun.

e) Monitor key indicators and proactively address budget matters throughout the year.

- For this goal to be achieved, the monthly dashboard report was redesigned to provide more precise data. The updated report is now being used.

The 2017-18 congregational year has been a stable and productive time for UUCF and the congregation has continued excellent worship, RE, Adult Programs and social justice work. The congregation has a strong desire to expand the impact on people's lives and a growing vision to reach people beyond the confines of its campus. Next year's focus will be to begin bringing the next phase of growth to fruition.

Director of Music and Arts/Worship Coordinator

Laura Weiss

Purpose and Responsibility

To work with the ministers and staff to execute excellent worship services and to maintain high-quality music and arts programming that ties into the overall mission of the organization.

Committees, Programs or Activities

- Committees/Groups: Music and Arts Team, Visual Arts Team, Banding Together, AV Teams
- Music Ensembles: Revolution Ringers handbell ensemble, Jazz Band, Community Chorale, Merry Makers, Catalyst chamber ensemble, Worship Band, Compassion Choir
- Internal/external musicians, artists and events
- *ARTspeaks*
- New items in the 2017-18 congregational year (in addition to regularly scheduled programs)
 - Black Lives Matter Art Installation and Event with artists from Richmond
 - BESA: An art exhibit that featured art related to Albanians who provided sanctuary for Jews during the Holocaust
 - Hosted South Lakes High School artists for a Red States/Blue States art installation
 - Diana Perfect: Human Heritage Art Exhibit
 - Combined Earth Day Music Event with the Unity of Fairfax choir
 - Two holiday performances of Part I of the “Messiah” with Unity (at UUCF and Unity of Fairfax)
 - First Annual LOVEFEST hosted by Catalyst and including multiple poets/musicians
 - Multicultural music service for the commissioning of our Love Is Love banner
 - Catalyst participated in the First Interfaith Service of Remembrance for Victims of Suicide
 - Music and Arts Team held four Q&A sessions about its work on campus
 - Chorale collaborated with the Rock Creek Singers to perform an Equality UU concert
 - Chorale collaborated to perform a concert with Capital Harmonia and the Ambassadors of Praise to raise awareness for the Luther Place Homeless Shelter
 - Formed a new Compassion Choir that performed for Hypothermia Shelter guests and at the Sunrise Memory Care facility
 - Formed a worship dance collaborative
 - Hosted a workshop with Rev. Jason Shelton called “What We Sing Is Who we Are”
 - Hosted live and internet conference for local chapter of MUUSICA
 - Coordinated sound and performers and performed at the National Clergy Witness at the NRA in December
 - Collaborated with the Lay Minister for Worship and Arts to provide music for the Winter Solstice Service with Woven Green
 - Collaborated with All Souls Church Unitarian and Dark Circus Arts of Baltimore to provide combined choir and music for Rev. Sarah Caine’s ordination
 - Coordinated the Mau a Malawi: Songs of AIDS concert
 - Updated the choral library and cycled out pieces

Volunteers and Staff

Children’s Choir Director: Mary Gaskins

Children’s Choir Assistants: Liam and Rachel Bloom

AV Techs: Bill Braband, Alison Raffaldt, Jonas Verbusaitis

***ARTspeaks* Intern:** Munit Mesfin

Jazz Band Director: Brian Cole

Music Secretaries: Judy Penniman, Kathy Splitt

Visual Arts Team: Peggy Hillman, Kristin Moyer, Dillon Ginley, Deb Kennedy, Jim Tetro, Bob Kaminski

Banding Together Coordinators 2017: David Addis, Davin Hutchins

Section Leaders: soprano: Martha Malone; alto: Karen Wolf; tenor: Carol Calvert (rotating off)/Peter Exner (rotating on); bass: Robert Damashek

Music and Arts Team 2018: Munit Mesfin, Susan Bennett (Lay Minister for Worship and Arts), David Addis, Pete Rafle, Bob Carr, Mary Gaskins (Children's Choir Director), Laurel Ohlson, Kristin Keen (rotating off), Sarah Jebian (rotating off), Deb Kennedy (rotating off)

Piano Subs: Dave Anderson, Marsha Giusti, Nancy Dalzell

Lay Ministry for Adult Spiritual Development

Cheryl Sadowski

Purpose and Responsibility

The Lay Minister for Adult Spiritual Development collaborates and coordinates with the minister and assistant minister, Lay Ministers Council, Adult Programs Committee and other congregational leaders to build, strengthen and promote opportunities for spiritual deepening and enrichment, as guided by UUCF's mission, vision and strategic plan.

Committees, Programs or Activities

- Adult Programs Committee - The Adult Programs Committee made significant strides bringing class proposal and registration processes online beginning with the fall 2017 session. For each of the fall and spring sessions, more than 30 classes or small groups were offered across six categories: Newcomers/Membership, UU Identity and Spiritual Development, Faith in Action, Leadership and Life Skills, Creative Expression and Small Groups and Retreats. The committee augmented UUCF's education portfolio with several new and notable classes taught by external speakers, such as Varieties of Religious Philosophy in Jewish Thought, St. Paul and the First Christians, and Interfaith Dialogue: Maintaining Religious Identity in a New Culture. Classes on interracial dialogue and encountering whiteness were offered, in addition to a new and ongoing Bereavement Group and Article Discussion Group. Science, Reason & Religion continued presenting an array of topics following the second Sunday service.
- Spiritual Docent Program - The Spiritual Docent Program is a new initiative jointly led by the lay ministers for membership and adult spiritual development, under the guidance of UUCF's assistant minister. Its purpose is to connect prospective, new and existing congregants with informal guidance and mentoring around their service, spiritual journey and sense of belonging at UUCF. A trial version of the program will launch in June 2018 and is expected to become a formal part of UUCF's offerings in 2019.

Volunteers and Staff

Lay Minister for Adult Spiritual Development: Cheryl Sadowski

Adult Programs Committee Chair: Linda Rothbart

Adult Programs Committee: Craig Clark, Joy Hatfield, Pauline McCarthy, Mary Paxton, Jeanette Walton, Genie Williams

Lay Ministry for Caring and Wellness

Linda Zack

Purpose and Responsibility

The Lay Ministry for Caring and Wellness works with the ordained ministers to provide pastoral care and support to congregants during times of transition. Pastoral Care Associates (PCAs) provide care to congregants through phone calls, cards and home visits, and are trained in reflective listening. The Caring Coordinators arrange for practical assistance such as meals, rides and child care.

Committees, Programs or Activities

- The work of the Pastoral Care and Caring teams was advertised to the congregation through information in the bulletin and at the Get Connected Fair. A goal is to continue to raise the profile of both committees to educate congregants. We reviewed and updated the “Community resources on grief, depression and suicide prevention” on the website.
- Trainings - A speaker from the Fairfax County Community Services Board trained PCAs on county suicide prevention resources. While assisting a congregant, Pastoral Care members learned about Fairfax County Adult Services and the care and resources it can provide to older adults. We scheduled a congregation-wide Adult Program on “Aging in Place” with a county social worker, but the program was canceled because of low enrollment. Rev. Sarah Caine conducted a mini-retreat for PCAs on ways to bring spiritual care to congregants.
- Programs - Led by Rev. Sarah, the Pastoral Care Team held a healing service in February. As part of the MLK Weekend of Service, a team member conducted a card-making workshop, with the cards being used by PCAs when they reach out to congregants.

Volunteers and Staff

Lay Minister for Caring and Wellness: Linda Zack

Caring Coordinator: Autumn Yates, Ann Marie Cunningham (backup)

Pastoral Care Associates: Bill Ades, co-chair; Elizabeth Jenkins, co-chair; Linda Clark, Ann King, Loretta Rowe, Jan Shubert, Jeff Snyder

Lay Ministry for Membership and Outreach

Shannon Williams

Purpose and Responsibility

Attend to, consider, serve and nurture the membership journey of visitors, new members and longtime members of UUCF. Works with the assistant minister for congregational engagement and spiritual enrichment to integrate membership, leadership and spiritual deepening activities for a comprehensive approach to member involvement.

Committees, Programs or Activities

- Membership Committee – The Membership Committee met four times in 2017-18, with a fifth meeting scheduled in May. There are 11 regular committee members and several friends of the committee who serve at the Welcome Table and as greeters. No new members joined the committee this year. The team set up a booth at the Get Connected Fair to try to recruit additional members. The assistant minister is also trying to recruit congregational friends and members who are interested in serving membership with a lower level of commitment than full participation on the committee, such as at the Welcome Table, visitor reception or outreach events.
- In March, the committee hosted the UUCF anniversary dinner with 43 attendees.
- Newcomer Orientations – The Membership Committee, along with the assistant minister, has taken over responsibility for Newcomer Orientation. Slight adjustments in the planning and setup have proven successful. The orientations now include a tour of campus.
- New Member Sign-up – The opportunity for new members to sign the membership book now takes place during the monthly visitor’s reception after each service in the Commons.
- Spiritual Docents – The Lay Minister for Adult Spiritual Development and the Lay Minister for Membership and Outreach worked with the assistant minister starting in late 2017 to develop the UUCF Spiritual Docent program. The purpose of the program is to connect prospective, new and existing congregants with informal guidance and mentoring around their service, spiritual journey and sense of belonging. The team crafted a program overview and circulated it among the members of the Lay Ministers Council, recruited docents through online and order of service announcements, selected a date for training in June 2018 and developed draft training materials. The program will have a “soft launch” in summer 2018 with further recruitment of both docents and program participants in fall 2018.

Membership Numbers

Member Count as of May 1, 2018: 665

New members May 2017-May 2018: 24

Hilary & Ned Barnes, Carl & Judy Baxter, Sharmila Kannangara Blackburn, Sheila Carmichael, Lindsey Crumling, Carlotta Fried, Pallavi Gullo, Caroline Guthrie, Anne Hurley, Jimmie Juarin, Liam McPherson, Sandy Moshos, Alex & Kerry Murphy, Kendra Niehaus, Sue Robinson, Frank Sandau, Charles Spasaro, Ron Stanley, Noble Stockton, Paul Sullivan, Daphne Van Tiem

Returning members: 23

Births & Adoptions: Charlotte Hanson, Owen Leonard

Deaths: Bob Bohall, Hal Fuller, Gayle King, Ron Maddox, Harriet Meyer, Smith Wood

Other Membership Statistics

- Members removed: (moved, resigned or status change): 58
- Have not signed the membership book, yet made a pledge for the current year (friends): 126
- Families with children in the RE program, paying a fee but not making a pledge: 99
- Membership Committee volunteers at the Welcome Table have greeted 264 visitors.
- We have had 27 attendees at four Newcomer Orientations from September 2017-April 2018.
- Of the 24 new members, 12 have attended a Newcomer Orientation (six attended in 2017-18; six attended in a previous year)

Volunteers and Staff

Membership Committee Regular Members: Arlene Wilder (chair), Roland Cyr, Barb Dutchak, Judy Gallimore, Tania Harbourt, Gladys Henrikson, Laurie Henrikson, John Kun, Bill Repsher, Mary Jo Smrekar, Sophie Zager

Lay Ministry for Property Stewardship

Suzy Foster with Lois Phemister

Purpose and Responsibility

The Lay Ministry for Property Stewardship finds its purpose in the Seventh Principle of Unitarian Universalism, which calls us to “affirm and promote respect for the interdependent web of all existence of which we are a part.”

As we deepen our understanding of nature’s restorative value, we educate ourselves and the congregation about how we can respect the web of life on our campus and take seriously the needs of the plants, animals and soil.

As we grow in respect for our planet we will consider the human-derived parts of the campus with attention to global warming, health, justice for all and how our decisions are a healing effort on behalf of planetary stabilization.

Given this purpose, it is the responsibility of the Lay Ministry for Property Stewardship to assist the director of administration, the Coordinating Team and the congregation in maintaining and improving the buildings and grounds of the UUCF campus in a manner that supports the approved congregational vision, “Grow, Connect, Serve.”

Committees, Programs or Activities

The Property Stewardship Council (PSC) met monthly with Rich Sider (through December 2017) and Jenice Jones-Porter (January 2018-present) to review current needs on the campus, including the following projects:

- Infiltration Trench Project and renovation of the lawn in front of the Program Building: PSC member Jim Allen assisted Rich in developing plans and negotiating proposals with contractor; Jim continued assisting Rich while the project was under construction. This also included applying for a \$15,000 grant in matching funds from the Northern Virginia Soil and Water Conservation District. One workday drew 18 volunteers to install hundreds of plants including native trees, shrubs and groundcovers. Three canopy trees were donated and planted as part of this project. Suzy Foster assisted as needed.
- Shed Replacement Project: Ken Foley assisted Rich in replacing the existing shed with two smaller sheds, including planning, permitting and construction. Rebuilding Together team members including Bill and Cathy Haight, Bard Jackson and Dennis Zimmerman assisted Ken and Bill Braband with relocating “stuff” and demolishing the existing shed.
- Memorial Grove Committee: Zeena Zeidberg and Becky Perez oversee all needs including maintenance and scheduling.
- Grounds Maintenance Oversight: Karen Monroe worked on an hourly basis to maintain beds and perimeter areas and to weed and promote healthy growth of the vast plantings. This included watering the new lawn and plantings. Suzy advised Karen and Rich as needed.

- MLK Day of Service: The PSC organized outdoor activities including mulching. Indoors there were 12 volunteers who separated and sorted native seeds under the direction of Lisa and Matt Bright of Earth Sangha. Each year Earth Sangha harvests seeds from the wild. Lunch was provided under Zeena's direction.
- Grounds Revegetation: Karen Grycewicz advises on all plantings of natives on campus.
- Invasive Plant Removal: Bob Root advises on invasive removal activities on campus.
- Grounds Workdays Organization: By Suzy with assistance from Zeena, Karen G. and Bob. Zeena was lunch hostess for all workdays.
- Partner Church Cairn Project: Jim and Zeena are assisting the Partner Church Circle in developing a project for the visitors from Szentgerice in October 2018.
- Capital Repair and Replacement Plan: Ken Foley assisted Rich in assembling projected costs for maintenance and replacement needs over the next 10 years so that a rough budget could be established.
- RE and Compass Homeschool Support: Karen Monroe and Karen Grycewicz have coordinated with both groups to engage children from kindergarten through middle school in projects around the campus to learn ecological and stewardship principles while helping keep our campus healthy and beautiful.
- Scout Project Liaison: Ken Foley.
- Archive Project: Open.

PSC Retreat: Feb. 3, 2018

Led by Rev. David A. Miller, the PSC invited lay ministers and Climate Action Group members to review the general scope of the PSC's mission.

In summary, the PSC has a mission to act in an advisory capacity to the Coordinating Team and by extension the Board of Directors on matters of maintenance and improvement of the buildings and grounds. Several action items were generated from the retreat:

- Review and update charter.
- Review and update master plan.
- Form a Campus Planning Group including the lay ministries to develop a shared vision statement for the congregation of our intention to live the Seventh Principle.

Volunteers and Staff

Director of Administration: Jenice Jones-Porter (Rich Sider through December 2017)

Property Stewardship Council: Suzy Foster, lay minister for Property Stewardship; Jim Allen, Ken Foley, Karen Grycewicz, Bill Haight, Lois Phemister, Allan Tubbs, Zeena Zeidberg

Lay Ministry for Social Justice

Wini Atlas

Purpose and Responsibility

Consistent with the UUCF mission and vision, the purpose of the UUCF social justice program is to promote transformational and sustainable change within the UUCF community and in the broader community through the five pillars of social justice: service, education, community organizing, witness and advocacy.

Committees, Programs or Activities

The Social Justice Council oversees the programs and activities of the social justice groups at UUCF, administers the Share the Plate program and provides liaisons to each social justice group.

SJC Subcommittee: Advocacy Corps

Social Justice Groups: Beacon House, Climate Action Group, Ending Gun Violence, English for Speakers of Other Languages, Equality UUCF, Hypothermia Shelter, Immigration Justice, Muslim Liaison Group, Racial Justice Steering Committee and Rebuilding Together

Volunteers and Staff

Lay Minister for Social Justice: Wini Atlas

Chair of the Social Justice Council: David Culp

Social Justice Council: Travis Johnson, Bob McCarthy, Adam Wasserman and Youth members Molly Niehaus and Sidney Roth

Advocacy Corps Leader: Bob McCarthy

Social Justice Group Leaders: Beacon House: Kerry Fraser, Ann Wood; Climate Action Group: Eric Goplerud; Ending Gun Violence: Bob Hatfield; English for Speakers of Other Languages: Lily Reider, a.m. coordinator; Stacy Casey, p.m. coordinator; Equality UUCF: Bill Ades; Hypothermia Shelter: Jeff Snyder; Immigrations Justice: Dan Rothbart; Muslim Liaison Group: Rod Paolini; Racial Justice Steering Committee: Kaye Cook; Rebuilding Together: Bill Haight

Lay Ministry for Worship and Arts

Susan Bennett

Purpose and Responsibility

The worship and arts lay minister works with the ministers and the entire worship team to create and support worship and arts experiences that are inclusive, welcoming and spiritually nourishing to members, friends and visitors. The worship and arts lay minister is responsible for assisting the ministers, the music and arts director, the director of religious exploration and worship associates in all worship experiences at UUCF, Sanctuary aesthetics, and Music and Arts programs.

Committees, Programs or Activities

- Worship Committee - This year the worship team experimented with worship styles, tone and content with the goal of deepening the spiritual nourishment they provide and widening our welcome by providing greater diversity in worship. An "Our Stories" segment where congregants spoke in services about their connection to UUCF and what was most meaningful to them about their experience at UUCF was added as regular part of worship.
- Worship Environment Committee - This year the Worship Environment Committee operated on an as-needed basis and worked to replace the joys and sorrows candle stand in the Sanctuary with a larger and more stable candle stand.
- Vespers Team - The Vespers program continued this year to diversify its offerings by including visual arts and movement as well as words, poetry, music, ritual and meditation. Vespers included a labyrinth experience, Woven Green's sound bath meditation, an Imbolc ritual, a visual arts

program, words and music for connecting with your inner spirit and programs by Wellspring alumni and the Memoirs Writing Group.

Volunteers and Staff

Lay Minister for Worship and Arts: Susan Bennett

Worship Associates and Worship Committee members: David Addis, chair; Craig Clark, Meg Harrelson, Bob Kaminski, Kristin Keen, Laurel Ohlson, g Ordun, Ashley Rothermel, Anthony Salvi, Katherine Wilson

Worship Environment Committee: Debra Eastham and Rich Williams, co-chairs; Bill Ades, Wini Atlas, Peggy Hillman; Mary Foster, staff

Vespers Team: g Ordun, coordinator; and Barbara Dutchak

Endowment Fund Committee

Steve Gold, chair

Purpose and Responsibility

The Endowment Fund Committee (EFC) is responsible for all aspects of the Grants Endowments Fund. It is controlled by a set of bylaws that define its responsibilities: strategic planning, endowment fund management, congregational outreach and fundraising, gift processing, donor recognition, distributions from the endowment fund, records management and reporting.

Committee, Programs or Activities

The EFC distributed almost \$15,000 in grants based on requests from UUCF groups, including Assistant Minister Rev. Sarah Caine. The grants funded various projects, including a smart TV for the Social Hall, the hiring of a part-time community organizer for Faith Alliance for Climate Solutions (requested by the UUCF Climate Action Group) and the development of a curriculum to teach racial justice history in Virginia. The EFC also gave Rev. Sarah a grant to help defray expenses in connection with her ordination.

The EFC also had its annual gala in January 2018 to honor members of the UUCF Legacy Society. Legacy Society members are people who have made a legacy gift to UUCF of at least \$5,000 in their will or trust.

Volunteers and Staff

Committee Members: Steve Gold, chair; Lynn Howell, treasurer; Matt Reider, secretary; Randy Adams, Leslie Beard, Nancy Smith, Jeff Snyder, ex-officio, and Ashley Rothermel

Religious Exploration

Interim Director of Religious Exploration Diana Tycer

Purpose and Responsibility

The Religious Exploration Program staff works under the guidance of the senior minister to teach and model our Unitarian Universalist principles and bring children, youth and families into community together. The staff, in collaboration with Religious Exploration Committee (REC) members, volunteer teachers and volunteer youth mentors, supports individual faith formation, provides opportunities for

children and youth to explore diverse spiritual practices and nurtures the next generation to live in accordance with their Unitarian Universalist values and work actively for a more just world.

Committees, Programs or Activities

The Religious Exploration Committee works with the director of Religious Exploration and the youth ministry coordinator to manage special events and workshops, advise on programming, support RE teachers and recruit volunteers. This year, the REC submitted a grant to the Endowment Fund Committee which was funded, providing a new, large flat screen TV for the Social Hall and a replacement flat screen for Room 9 in the Program Building

The Youth-Adult Committee provides leadership for the youth program. It is youth-led and has adult advisors. This year they have been working on creating a food pantry for Marshall High School. They also collaborated with the Social Justice Council on various endeavors.

Preschool and Elementary Programs: Thirty-four children ages 2-5 participated regularly in either the Hello Friends or Seven Principles/Chalice Children curricula this year. One hundred-fifty-seven children in Kindergarten-Grade 6 participated regularly in at least one of the 15 classes provided for this age group. Most of these were from the UUA-endorsed Tapestry of Faith curricula. In addition to the 38 teaching Sundays, six Special RE workshops throughout the year offered children opportunities for social justice work, stewardship projects and creative endeavors. An important component of the elementary RE program is weekly participation in worship, either in the Sanctuary or the Chapel.

Youth Program: Ninety-six Middle and High School youth attended RE classes regularly this year, participating in the Coming of Age, 8th Grade OWL (Our Whole Lives, the sexuality education curriculum or HS Exploration. The High School class also completed two units of Building Bridges, learning about Buddhism and the traditions and spiritual practice of the Amish. Twenty-one adult mentors from our congregation supported the seventh graders as they developed their credos this year, which culminated in the May Coming of Age service. Middle School youth traveled to Boston in the fall on the biannual Heritage trip. The seventh graders also went to D.C. on their Adventure trip this spring. Several youth joined the congregation for the March for Our Lives on Ma. 24.

Sexuality Education: The Religious Exploration program provided three levels of the highly regarded OWL curriculum to our children and youth. The eight-week 1st Grade classes and 10-week 5th Grade classes were held this spring. The 26-week 8th Grade classes ran from September-May.

Child Care: Our child care coordinator and child care workers provide regular Sunday morning care for infants and toddlers. Child care coverage has expanded this year and is now available for children up to age 12 at numerous events and meetings at UUCF.

Family Fellowship: The RE program supports a variety of lay-lead activities that unite RE families and build friendships among our children. These include the Labor Day weekend All-Congregation Retreat, the December holiday party, monthly family potluck dinners, the toddler play group, the Parent Support Group, and activities following services at Ingathering, Easter and for the annual end-of-year picnic.

Youth Fellowship: The Middle School Youth Group met monthly for movies, games, potlucks and activities. The High School youth gathered periodically for fun activities including the Super Bowl party at UUCF in February, the beach trip to Cape Henlopen, DE, in August and the weekend at Massadoah in October.

Service Activities: Service activities supported by the RE program this year include Thanksgiving pie-baking for Creative Community for Nonviolence, food drives for Cornerstones and the new Blessings in a Backpack program, Weekend of Service activities for Fairfax Animal Shelter and UUCF's Hypothermia shelter and the creation of peace flags and stepping-stones to beautify our campus.

Volunteer Training: In addition to training our new teachers, mentors and RE greeters, the RE program coordinated NOVA Cluster teacher training last September for 150 volunteer teachers from six area UU congregations. This full-day training included sessions on talking with youth about race, effectively teaching children with special needs, designing worship with youth, honing classroom management skills and incorporating music and art into lessons.

Staff and Volunteers

Interim Director of Religious Exploration - Diana Tycer

Youth Ministry Coordinator - Courtney Firth

Education Program Assistant - Melissa Campos-Poehnert

Child Care Coordinator - Natasha Jackson

Summer DRE - Lisa Riddle

Religious Exploration Committee: Tom Crowley, co-chair; Laurie Cunningham, co-chair; Chris French, Dillon Ginley, Tessa Grubb, Emily Kohler, Christyn Levy, Paula Prettyman, Sandy Shinn

RE Liaisons (in addition the Committee members above): Meghan Crowley, Courtney Firth

Youth-Adult Committee: Courtney Firth (staff lead); Jeremy Klein, co-chair; Sidney Roth, co-chair; Tessa Grubb, David Bliss, Ian Loft, Andrew Zack, Zack Grubb, Jasmine Hallenbeck

Ninety-four volunteer teachers, 21 volunteer youth mentors and 10 volunteer greeters gave significantly of their time and talent to make this year's Religious Exploration program possible.

After 9 years as director of Religious Exploration, Linnea Nelson resigned to relocate out of state. The search for a new DRE will commence next year. Interim Minister Pippin Whitaker provided much-needed leadership and support to the Youth program this winter while Courtney Firth was on maternity leave.