

Parish Board, Craig Palmer, Lay Co-Moderator

God's United Christian Parish sings a hymn of joy for the opportunity to serve. We thank our ecumenical partners for sharing our faith journey. We invite neighbors to join our journey. We welcome community and stranger to share the bounty of God's love. We extend God's love and care to people and places of need. We offer our gifts of love, our hands in service and our praise in worship. Join us as we dance and sing our way ahead to hymns we sang in the year just passed.

The year ended with enthusiastic affirmation of UCP stewardship with pledges exceeding the 2019 stewardship campaign goal. Praise be to God. Pledges are the primary source of income for the UCP.

The Dec. 17 Board authorized formation of an ad hoc committee to recommend worship watch procedures based on a template offered by the Fairfax County Police Department.

The UCP voted to call the Rev. Dr. Marcus Leathers to serve as co-pastor with the Rev. Elisabeth Williams. Pastor Marcus was installed Sept 16 during joyous worship. The Board also approved a new pre-school director and a permanent director of music ministry.

The congregation voted on April 30, 2017, for the UCP to become a Sanctuary Church offering support, including church facilities, food and shelter, to immigrants in imminent danger of detention or deportation. The Board appointed a task force to recommend criteria and process for accepting applicants for sanctuary and in October 2017 the Board approved the Sanctuary Handbook drafted by the task force." As of Jan. 14, 2019, no one has requested sanctuary nor has anyone been turned away.

An anti-racism and inclusion initiative launched last year in response to an appeal from the congregation will continue with leadership training March 2-3, 2019, by the Rev. Michelle Ledder, director of program ministry for The United Methodist General Commission on Religion and Race. Rev. Ledder offered a roadmap June 23-24, 2018, "to help UCP grow into a more genuinely welcoming, inclusive community."

UCP's Justice & Peace Ministry Team hosts biennial conferences and other events throughout the year focused on social and environmental justice. A full day conference Oct. 20, 2018, focused on immigration, the #MeToo movement, inclusion on college campuses, the politics of civility and social justice in the community. Participants included George Mason University Arise students and the Adams Center Muslim Children's Chorus. The GMU campus ministry is among the many UCP community partners described in reports that follow.

The year ahead offers a measure of church health as we evaluate progress toward goals and objectives described at the 2018 church conference. The congregation will be asked to evaluate progress toward our goals.

We invite your attention to accompanying reports of bounteous joy from your UCP worship ministry, human administration and resources council, parish ministry council, missions ministry and building and grounds team.

We note, too, our continuing apportionments discussion with our United Methodist Church partner. Our prayers are with you, partners extant and yet to join this journey of faith and partners who would be if we but open our hearts and extend our hands. Blessed be the ties that bind our hearts in Christian love.

Human Administration and Resources Council (HARC), Brenda Meyer and Anne Hochstrasser, Co-Chairs

HARC manages the administration of the Parish and serves as the personnel committee for our employees. In 2018, we worked several hiring actions.

As 2018 opened, we said goodbye to our Music Director. Petie Hebenstreit took over as interim choir director, while HARC developed options to facilitate and improve the music program at UCP. In March, the Board approved a 5-month trial combining the accompanist and music director positions and asked Misha Tumanov to serve as the Interim Director of Music Ministry (IDMM). After receiving positive feedback from the other musicians, the choir and the ministerial team, the UCP Board voted to make this a permanent position and Misha became the Director of Music Ministry in August.

In the spring of 2018, we continued to work with the Pastor Nominating Committee (PNC) in finalizing the selection of a new called and installed pastor. The PNC provided two candidates and HARC entered in to good faith negotiations in June. We were only able to come to terms with one of the two candidates and in July 2018, the parish voted to call the Rev. Dr. Marcus Leathers to serve the parish. Pastor Marcus was installed as co-pastor at UCP on Sept 16, 2018. It was a very joyous day for UCP and culminated an 18-month effort for the Parish.

Pastor Beth's contract was renewed in March for another year. This provided stability during the conclusion of the PNC's work. After Pastor Marcus's installation, HARC worked with the ministerial team to realign roles and responsibilities for the co-pastors. The revised responsibilities were published in the Parish Life Newsletter and briefed to the Parish Ministries Council (PMC). Both pastors continue to work together to develop new and exciting sermon series and activities at UCP.

In July 2018, we said goodbye to our preschool director, Jane Plum after 15 years of service, 14 of them as preschool director. In early 2018, HARC developed an updated employee agreement for the preschool director. This was used as the basis for a job announcement for the vacancy. In June, the board approved hiring Ms. Amelia Clark as the new pre-school director. Amelia has previous experience as a preschool director and served as a substitute teacher in the UCP Preschool. In June and July, we celebrated Jane's exemplary service to UCP.

HARC also assisted in hiring a new administrator for the Preschool. Kristy Kim joined the preschool staff in May.

Additional hiring actions included:

- Hired Adama Sillah as a child care giver for the nursery after Danene Vassel moved out of the area.
- Establishment of a part-time membership secretary for the Parish to keep Parish records up to date. Rhonda Savage was approved by the Board for that position in July.

Other Initiatives:

Over the summer a sub-committee of HARC developed a tool set to evaluate pastor performance. The tool encompassed all aspects for the responsibilities of the pastors and can be tailored for unique evaluations based on roles and responsibilities. In July, the congregation, the Board, Councils, and staff all provided input to HARC on Pastor Beth's service at UCP.

One hundred eleven surveys were distributed to the congregation, 75 surveys were returned for an 68% return rate. Overall results were favorable with the combined ratings of expected and excellent as follows:

- Preaching 80%
- Worship Leadership 82%
- Faith Formation – Education 80%
- Faith Formation – Spiritual 71%
- Social Witness 60%

Twenty surveys were returned by leadership and staff. Overall results were favorable with the combined ratings of expected and excellent as follows:

- Administrative Leadership 87%
- Supervision 74%
- Change Management 91%
- Stewardship 95%
- Evangelism/Witness 75%

HARC used this information to give feedback to Pastor Beth and help develop goals for the coming year. HARC thanks everyone for their participation.

During the summer, HARC worked with our current administrative phone provider to update our phone system. This provides many new features, eliminates several problems with voice mail and lowers the monthly cost of the phone system. This also included a new conference phone capability that can be used when all participants cannot be present for a meeting.

Inclusion Training Initiative:

With the overall goal of helping UCP become a more welcoming and inclusive Beloved community, the UCP Board asked members of HARC to research diversity training resources. The Board was looking for resources that could empower UCP leadership to live more faithfully into the Vision and Mission of United Christian Parish.

HARC responded by establishing an Inclusion committee in January 2018. The committee researched training resources offered by all four denominations. In March of 2018, A recommendation was presented to the Board that UCP partner with The United Methodist Church General Commission on Religion and Race (GCORR). The inclusion committee agreed that the United Methodist Church had the most robust resources of all four denominations.

The Board participated in a sample learning engagement with Rev. Michelle Ledder (GCORR Program Director) in March of 2018. After the initial exercise, the Board agreed to work with Rev. Ledder in the planning and implementation of a day and a half training. The training was held on June 23rd and June 24th. All Leadership representatives (Board, Parish Ministry, HARC, Finance and Lay Leadership Nominating Committee members) including those who would be candidates for new positions starting July 2018 were invited to the training. The following topics were covered in the training: Ins and Outs of a Beloved Community and Understanding Implicit Bias. As the group ran out of time to cover all of the planned topics, the Board agreed to offer a second training to finish our discussion. Our second training will focus on Deconstructing White Privilege and enough time will be allotted to develop a framework that increases inclusion and equity within UCP. The second training is scheduled for March 2nd and March 3rd.

The routine work of HARC continued throughout the year as well:

- Care and purchase of office equipment
- Development of an electronic document repository for HARC documents
- Update to the inclement weather policy
- Development of a HARC Handbook
- Implemented a paperless meeting for all HARC meetings to reduce some of our paper costs.
- Continued with care teams for the various parts of the administrative, music, PAC and ministerial teams.
- Developed a hiring checklist for new employees

Parish Ministry Council (PMC), Debbie Aschenbach & Rev. Beth Williams, Co-Moderators

The Parish Ministry Council (PMC) supports the actions of the councils and teams of the church in conjunction with the goals and initiatives of the Parish Board. The PMC meets monthly. The leaders of teams and councils worked together in encouraging unified

themes for Sunday worship, coordinating and calendaring events throughout the week, and notifying each other of volunteer opportunities. PMC is also a place where leaders brainstorm new ideas and discuss how different ministries can support one another to implement new activities.

During 2018 the PMC coordinated support of the following major church wide events and activities:

1. Host a Martin Luther King service and reception.
2. Faith Formation – Vacation Bible School.
3. Witness: Mardi Gras event.
4. Worship: Beautiful Things: Exploring God through the Arts.
5. Cornerstone and F.I.S.H. food collections and toy collections.
6. Missions events: Works Sunday and Rise Against Hunger.
7. Social justice and environmental educational and advocacy events.
8. First Fall Festival included in the Fourth Annual Art & Craft Festival.
9. Christmas Programs: a month of Advent memories.

Coordinating and working together continues to be a vital part of the life of the Parish.

Worship Ministry, Jerry Hebenstreit, Chair

The Worship Ministry equips and empowers the entire church to lead, participate in, and experience corporate and personal worship. Under the guidance of the Ministerial Team, we organize, train and schedule all those who assist in worship services. We maintain the times, locations, and resources to carry out that worship. We are also responsible for the overall program of music and arts in the church.

We always try to do our work in a way that allows congregants to praise God in a manner that honors and reflects all of our denominational traditions, doctrine and practices, while also looking to expand our worship vocabulary to meet changing times and expectations.

In a typical month, the Worship Ministry coordinates the efforts of over 100 volunteers who work together to support a meaningful worship experience at UCP. These volunteers, who are an integral part of every service, include:

- musicians:
 - Seraphim Choir (adults)
 - Genesis Choir (youth grades 2-6)
 - Handbell Choir (all ages)
 - UC Praise! Band
 - Total Praise dancers
 - guest musicians
- liturgists
- elders

- ushers
- acolytes
- communion stewards
- floral arrangement coordinators
- projectionists and sound techs
- and banner creators.

This year, after a long search process, we formally installed the Rev. Dr. Marcus Leathers as a called Co-Pastor. His enthusiasm, creativity, and preaching style have added greatly to the impact of our Worship. His gifts serve as an excellent complement to Rev. Beth Williams' approach. We are blessed to have two fine preachers and creative Worship leaders who work well together.

In 2018, the Worship Ministry continued to explore ways to broaden the way we think about worship and to explore new ways to attract younger generations to Worship. We conducted a survey in the Spring to determine whether or not the congregation would prefer a single service on Sunday. Over half the congregation participated enthusiastically. We concluded that we should keep our current two morning services, but we also uncovered a wealth of opinions and hopes for expanding our worship. The progress of evaluating and implementing is slow, because the subject is extremely important.

During the summer months we enjoyed a series of interactive services based on the theme of "Beautiful Things: Exploring God through the Arts". These services, which were prepared by both Co-Pastors, proved immensely satisfying for the congregation, providing a chance to explore in a hands-on way various approaches to meeting God.

We continue to employ the Narrative Lectionary for our Scripture model. This innovative new tool frames the progress of Scripture through the church year in terms of the overarching story of God's relationship with the people in both Old and New Testament times. This change in pattern serves to challenge us to look at Scripture differently.

Our annual Interfaith Thanksgiving service is a Reston tradition, bringing together a disparate group of faith expressions and local leaders to give thanks to God in community. And we strongly support the Community Good Friday Service at Lake Anne. In addition, we held services on Ash Wednesday and Maundy Thursday. For the second year, on December 23 we offered a Blue Christmas service, designed by Rev. Laverne Gill (UCC-retired), for those who feel both sadness and joy at the season. This service attracted attendees from both within and outside of UCP and was quite well-received.

We showed hospitality to other congregations by hosting Restoration UMC's pre-Christmas Traveler's Service on the Thursday before Christmas Eve. We had planned to

provide facilities for their Christmas Eve services, but their normal venue became available at the last minute.

We continue to encourage greater participation in worship, especially by our youth,. We also maintained our concert series, Easter, Pentecost, and other special services, including baptisms, dedications and funerals.

One of the primary tasks for the Worship Ministry in 2018 has been to explore new ways to Worship, both to attract new eyes and to refresh old ones. The progress is slow because the subject is extremely important and not to be undertaken lightly. The goal is not to change for the sake of change but to adapt our practices in ways that lead to deeper spiritual growth and a living, vital faith in troubled times. This necessary work continues into 2019.

Finance Council, Joan Braxton, Chair

The Finance Council is responsible for the church budget, financial reports, banking, investments and audits. The Finance Council includes three elected members, the Treasurer, and volunteers. The elected members are the only ones who can vote to approve Financial Council issues.

United Christian Parish has been blessed this year. A new pastor, Rev. Dr. Marcus Leathers, was called in June 2018 and installed on September 16, 2018. Rev. Dr. Marcus Leathers and Rev. Elisabeth Williams will work together as co-pastors. This past year the congregation has responded with love and support for UCP and the community. The 2018 Financial results have come in under budget. The 2019 Stewardship Campaign exceeded the 2019 goal; this has not happened for many years.

The final year-end financial results for 2018 are good. The 2018 budget had a projected Net Loss of \$133,977. The final result is a Net Loss of \$73,639. Total year-to-date Income was \$571,338 versus a budget of \$551,500; \$19,838 more than budget. The total year-to-date Expenses were \$644,977 versus a budget of \$685,477; \$40,500 less than budget.

UCP's positive year-end continues with the 2019 stewardship campaign. The 2019 total families who pledged are 125 compared to 111 for 2018. The dollar amount pledged for 2019 is \$519,961 compared to \$465,208 for 2018.

The 2019 UCP budget adopted by the Board includes Income of \$596,963, Expenses of \$696,884, and \$99,921 from Cash Reserves to support the shortfall in income. The expenses include a 2.5% salary increase for the UCP staff and a \$49,396 budget for Missions.

The UCP Investment balance was \$710,599 at 12/31/2018 versus \$789,900 a year ago. The decrease is due to \$65,000 transferred to the UCP operating account to support the

2018 loss of \$73,639. The remaining decrease of \$14,000 is due to changes in the 2018 stock market. The Finance Council monitors the investment accounts closely and does an annual review every year to assure the best balance between the Fixed Income investments and the Equity investments. A changing stock market is normal, and the 2018 loss is expected to be followed by a 2019 increase.

In 2017 the Online Giving system was set up under the Tithely system. It has worked well. Payments for pledges, special giving for disaster relief, payment for flowers and for various special programs can be submitted through Online Giving. The congregation is encouraged to use the Online Giving system.

In 2018, the Finance Council updated the UCP Financial Policies and Procedure Manual. The new Policies and Procedure Manual was approved by the Board on September 17, 2018.

UCP receives funds from the congregation and friends to be used for designated purposes. These donations are tracked as Designated Funds and are not part of the Annual Operating Budget. The Designated Fund at the end of 2017 had a balance of \$85,766. Additional donations of \$58,542 were received in 2018 and \$71,822 was used for various projects. The ending balance for 2018 is \$72,486.

This Annual Report includes details of the financial data discussed above in a separate section labeled Financial Reports. This section includes:

Comparison of 2018 and 2019 Stewardship Campaigns

Comparison of 2018 and 2019 Budgets

2018 Budget to Actual Income/Expense Report

2018 Balance Sheet

2018 Designated Funds Report

Faith Formation Ministry, Lillian Brown, Chair

The United Christian Parish is committed to creating opportunities for people in the community to experience the amazing grace and love of God, whom we know through Christ and to providing faith formation offerings that help prepare people of all ages for God's call. Many thanks to all the parish members who with their diverse talents provide the backbone, heart and spirit of our programs.

Sunday mornings



Our vibrant Sunday mornings at UCP include many regular faith formation offerings:

- Sunday School classes at 9:50 AM for age 3 through 5th grade. We continue to struggle with providing classes during the Sunday School hour for our middle and Sr High youth as attendance is so spotty. We discussed this with the youth and parents and need to readdress it as what was decided is not working.

- Godly play during 11 AM Worship, ages 3years through first grade. We continued to purchase new stories so that the Godly Play story can correspond as close as possible to the narrative lectionary that we are using in worship.
- 2-3 regular adult classes at 9:50 AM including an ongoing bible study, a Christian Perspective on ... (Living our Faith, formally known as The Issues Class), and special classes during Lent and Advent.

Midweek programs

We also offered midweek bible study on Wednesday mornings, studying a variety of topics including: The Enigmatic Parables of a Controversial Rabbi, the Minor Prophets, and Songs of Advent. In addition, during Lent, in coordination with JPMT, we continued the tradition of Soup and Study, with two classes, Praying the Names of Jesus and Earth Care: A Lenten Discipline.



Our Youth Program

Youth Group offers spiritually nurturing opportunities for study, worship, fellowship and service. Highlights included: the annual Ski Retreat and the lock-in. We are currently planning a mission trip to Puerto Rico in June 2019.

Nine young people in grades 7-9th grade engaged in the confirmation process which ran from Oct –early May. Six of the students made the decision to be confirmed and joined the church in May.

Our Preschool

The United Christian Parish Preschool provides a loving Christian atmosphere where all children share a variety of age-appropriate experiences and learn to play and work with others. The Parish is committed to offering a moderate cost Christian preschool experience to children of the community. Our preschool is accredited by the National Association for the Education of Young Children (NAEYC) and participates in Virginia Quality. This year, Jane Plum, after 14 years of committed service, retired as the director of the preschool and we are blessed to have Amelia Clark as the new director.



Our community

Vacation Bible School/Vacation Bible Adventure: each summer children of the parish and the community encounter God's love through music, games, Bible stories, crafts, and snacks. VBA for grades 4 through 6 also included a mission component. This year our theme was Babylon: Daniels's Courage in Captivity and Suzanne Venteau-Koch did a fabulous job as the director this year. We also helped with a Fall Festival and a Christmas Festival to which we invited the community to share in the festivities and experience the hospitality of UCP.

Scouting: UCP charters Boy Scout troop 1970 and hosts Girl Scout troops. We also honor scouts and scouting each year at services on scouting Sundays. Rev Lloyd Kinzer serves as the chaplain for the troop.

Witness Ministry, Debby Bailey & Kathy Schauer-Schmidt, Co-chairs

The Witness Ministry's primary focus is Outreach. This year's greatest efforts have been to establish a viable **digital footprint** for the United Christian Parish as we provide electronic outreach into the community with the use of community PATCH sites, Reston NOW, the UCP website (WWW.UCPRESTON.ORG) and Facebook as well as print media. We continue to focus on making UCP a more Welcoming church, growing our membership, and making the community more aware of who we are, and where we are located.

Digital Footprint: We continue to stay connected to the community and to the congregation through digital media. The number of Facebook likes increased from 332 on January 1, 2018 to 369 by December 31, 2018. Other social media pages were developed, including **Vimeo and YouTube**, given the trend towards video marketing.

We have used digital marketing to increase advertising efficiency and *Search Engine Optimization (SEO)*---it's the practice/process of having a strong visibility on search engines (think Google). When someone is searching "churches in Reston" or "churches for children Northern Virginia," etc. **there are strategies and practices and things Kate Hoing does to keep UCP listed on the first page, or near the top of these searches. Our website page views exceeded 44,000 in 2018.** Using Analytics, we continue to monitor data to best reach the unchurched and potential guests. Approximately *61% of those who visited our website were 1st time visitors and approximately 39% were repeat visitors.* A number of the guests who visit our church say that they found us on line and chose to visit. (Source – Kate Hoing, Communications, and Parish Administrator)

The Witness ministry **funds all of the United Christian Parish web site expenses.** United Christian Parish's Communications & Administration Director, Kate Hoing, keeps Witness informed of the necessary expenses related to the UCP web site. (Source – Kate Hoing & Kathy Schauer-Schmidt & Debby Bailey)

Reston Farmers Market – Outreach: Volunteers set up, staff, & take down the Farmer's Market table one Saturday morning (8-noon) each month for four months (June-September). During that time over 300 reusable shopping bags are handed out and volunteers talk to many more people than that. A number of guests have indicated that they had come to visit us after encountering us at the Market. *The Farmer's Market needs a couple of volunteers to share the task of coordinators for 2019.* (Source – Farmer's Market Volunteers)

Outreach Print Ads: Witness has strategically placed United Christian Parish ads with **The Reston Community Orchestra and in the South Lakes High School (SLHS) Baseball Team** for designated seasons. The United Christian Parish Youth teamed with the Witness Ministry to create the ad for SLHS.

Hotel Outreach: Information in the form of a booklet and a CD was provided to all Reston hotels containing the names, addresses, websites, and phone numbers of all Reston churches. Tourists as well as local residents attend conferences, etc. at these hotels, and we want them to know that UCP is accessible and welcoming. UCP is listed under each of our parent denominations, not just as UCP. (Source - Art Banks)

Photo-postcard Outreach has been replaced with electronic outreach and ads as well as special individual mailings to guests.

A Blessing of the Animals (BOA) Outreach Spring event was held in Reston Town Center working with the non-profit community organization, Pet Fiesta, and in the Fall at the UCP parking lot near the celebration of St Francis of Assisi. Five ordained pastors generously volunteered to bless nearly **120 pet owners' pets. Approximately 40 faithful volunteers** participated in the two events. Certificates of Blessings were created by one of the pastors to give to all owners of the pet participants. Photos were taken of the pets being blessed and were given to all pet owners. Blessing Certificates were placed in bags containing information about UCP. Two faithful photographers worked both BOA events. (Source – Kathy Schauer-Schmidt, Menda Ahart, Kasia & Glenn Surabian and Diane Truman,)

Signage Outreach: Witness is responsible for UCP signage and for keeping street level signage current as needed. Witness is working with the Buildings & Grounds (B & G) team on a standard sign design. Efforts are being taken to make signs reusable and more cost effective using the design to be built by B & G.

ParishLife Newsletter: The newsletter is published each month in print copy form and is also sent electronically to each attendee at the United Christian Parish that requests a copy. *It is also published monthly on the website.* Print copies of ParishLife are also available at the Connections Corner and placed in Guest Bags given to first time guests. Each monthly issue contains approximately 16 pages resulting in approximately 192 pages of United Christian Parish news each year. *ParishLife is searching for a new editor so that Joellyn Kinzer can retire.* (Source Joellyn Kinzer & Marilyn Silvey).

Rev Wilson Gunn, the retiring Presbytery District Superintendent, spoke at a Witness meeting with the Board and PMC invited. His PowerPoint presentation titled "*Back to Babylon*" focused on the history of the Christian faith and brought us up to today and how we not only manage our organized Faith structure but how we help our Faith to spread into our community. His detailed presentation could easily be taught in several sessions providing opportunities for discussion. (Source, Kathy Schauer-Schmidt, Witness co-chair)

Hospitality Training and Welcoming Tips Seminar: Our Witness Ministry takes seriously its mission to be a welcoming presence to all who enter our doors. Those who serve as greeters, information kiosk staffers, and ushers attended a *Hospitality Training and Welcoming Tips Seminar*. Attendees learned "Do's and Don'ts" in greeting guests, and the importance of a smiling and friendly attitude. Research data has shown that the guests first impression makes a difference. We strive to make that first impression a positive one. (Source, Menda Ahart, Training Seminar organizer, & instructor)

20 Greeters and Kiosk volunteers, which include substitutes, rotate each Sunday at both services welcoming people into our building and directing them to where they are interested in going such as Sunday School and Adult Issues classes and to the Sanctuary. (Source – Debby Bailey, Greeter & Kiosk volunteer coordinator)

Approximately 300 guests attended UCP Sunday services and special events such as Mardi Gras, the Christmas Festival and over activities. Ideas of how to reach those guests who do not sign in are welcomed. (Source- Outreach Correspondent- Menda Ahart)

100 hand-written Outreach notes were sent to guests who visited UCP and left their legible mailing addresses either in the guestbook or in the Fellowship Pads. The few who left phone numbers and email addresses and phone numbers were also contacted. (Source – Menda Ahart, Outreach Correspondent)

130 Guest Bags were given to 1st time Worshipers at UCP who identified themselves as 1st time guests. The current UCP mug will be replaced in 2019 with a portable travel drinking container with dishwasher safe UCP info on the side. (Source, Sheila Allen, Guest Bag coordinator)

45 regular returning adult guests had personalized nametags created for them with stars indicating they were guests and not members, so they could be even more warmly welcomed and introduced to others. (Source- Art Banks)

Connections Class sessions were held quarterly for three Sundays for each class. Each class session has been well attended. The chairs coordinate the class with Pastors Beth Williams and Marcus Leathers. Witness members assist with gathering materials; passing out forms and helping late arrivals catch up. At each session, representative Ministry chairs & Team members present their ministry or team as to how attendees can be “fed” &/or how they can “serve” at UCP . A main topic of interest is “how does UCP make these four denominations work as one United Christian Parish”? Discussion is currently in place to determine if there is a better time to conduct the class sessions than Sunday morning during the Sunday School Class times. (Source – Kathy Schauer-Schmidt and Debby Bailey, Witness co-chairs)

Twelve new members joined UCP in 2018, more than half attended the Connections Class sessions. (Source -Kathy Schauer-Schmidt and Debby Bailey, Witness co-chairs)

The Communication Tower, a rotating free-standing tower, placed in the Narthex has been very successful. This continues to be used for immediate announcements, posters, and signs that might be missed at the Connections Corner which displays more general information.

UCP Photo Team: A UCP Photo Team has been created to capture the many special occasions & events, scheduled activities, & other spur of the moment special photo opportunities & treasured experiences that would be great to have captured on photo, especially photos of us simply being ourselves. Photos will be used in print & electronic media, the Hall Photo Gallery, ads and more. *The Photo Team will also take new member photos and photos of individuals wanting to be added to the electronic photo-directory. So far, the volunteers of the Photo Team who will be using high-resolution digital cameras (not cell phones) have been John Moore, Kasia Surabian and Diane Truman with John being the Photo Team coordinator.* Additional interested volunteers are welcome and should contact John Moore or Kathy Schauer-Schmidt.

Photo-directory: The 2018 UCP photo-directory arrived and has been distributed to all those members and attendees in the directory who have voiced that they want a copy. This year the contracted company Courtyard has created a password-protected electronic photo-directory available to each person in the directory. Updates, corrections, & new member additions can be added to the electronic photo-directory with the support of the Photo Team. Pastor Beth has planned a training session for all those needing assistance with the use of the electronic directory. The UCP Photo Team will take photos of new additions to the electronic directory. (Source- Kathy Schauer-Schmidt, Debby Bailey, Witness co-chairs & John Moore, Photo Team Lead)

All individuals who pass down the long hallway towards the bathrooms have enjoyed the **UCP Hall Photo Gallery**. These photos are changed quarterly and Witness will pick up the costs related to these photos. (Source, Kathy Schauer-Schmidt & Debby Bailey, Witness co-chairs & Pastor Beth Williams)

Worship Watch: Debby Bailey, Witness co-chair & Greeter & Kiosk volunteer coordinator will represent Witness at an Ad Hoc committee to work on procedures for Worship Watch. All Greeter & Kiosk volunteers as well as ushers will be involved.

Witness Ministry membership had 6 new members this year. A number of valuable active members do not regularly attend meetings for assorted reasons related to work hours and the reluctance to drive at night.

A Thank You Potluck was held thanking all the dozens of volunteers who participated in Witness this year. This included all active ministry members, greeters, kiosk, Farmer's Market and Blessing of the Animals volunteers and more. A token "Thank You" gift of an art-glass pendant was offered to all volunteers. (Kathy Schauer-Schmidt)

Missions Ministry, Kathy Kelley & Bob Haley, Co-Chairs

2018 was a challenging one for our neighbors nearby and around the world. War, natural disaster, flood, drought, famine and other events have led to ever increasing calls for God's church to stand true to our commitment to bring Christ's love to people and care to places of great need. It is the privilege of the Missions Ministry at UCP to respond and involve each member in bringing what we can to help these brothers and sisters.

We work to do this both via financial giving and via our offer of loving engagement personally. We are fortunate to have four very active denominational mission programs who represent us in the international challenges. As our hearts have been touched by those in the refugee camps and the immigrants caught in political disagreements, we have supported those who are providing the day to day care through financial giving and through prayer. As we see our brothers and sisters facing disasters like tsunami, drought, fire, hurricane and earthquake – indeed the devastation that is war – we are so blessed to have partners who are committed to be the hands and feet of Christ in serving the needs of these neighbors.

UCP has financially supported these international efforts through our budget, through designated gifts and through special Sunday offerings with over \$40,000 in 2018. In this coming year, youth and adults from our congregation will travel to Puerto Rico to help with rebuilding due to the hurricanes that brought such devastation.

Locally UCP is also fortunate to have effective partners such as Cornerstone and FISH to help those who are homeless, in need of food or clothing, legal help, paying bills and other challenges to daily life. Our local giving has been more than \$30,000 in 2018. In addition, many of our members have been active with these mission partners in providing hours of loving care.

Along with this work, UCP has an ongoing relationship with our nearby elementary school. This effort includes helping with homework, mentoring and providing classroom snacks. We have also increased our partnership with the campus ministry at George Mason University. Other activities have included packing meals for Rise Against Hunger, participating with other churches in Works Sunday, doing home repair with Rebuilding Together and collecting food for a local food bank. Supplementing all of this is a fund to assist those who arrive at our church seeking emergency help.

It has been said that the good that is done as we engage with others in mutual support is always a two way street. That has certainly been our experience in the Missions Ministry. Each year it is our goal to involve even more of our congregation in this work of personal service. It is at the personal level that we can fully encounter Christ and deepen our walk of faith.

Justice & Peace Ministry Team, Ashley Aschenbach & Lesley Irminger, Co-Chairs

This year has been a very active year for the Justice Peace Ministry Team. Our environmental group created a pollinator garden to help the environment as well as add some much-needed beauty to our surrounding area. On October 20th we held a Social Justice Conference that which focused on immigration, the #metoo Movement, and inclusion in our community. We attended and supported the first Reston Pride at the Unitarian- Universalist Church.

We have done a lot in the community but there is still more to come. United Christian Parish and Justice Peace Ministry Team are striving to make a difference in our community. There are still more things JPMT need to work on. We are striving to make UCP live up to what we say we are. This year we are going to focus on more diversity, become more accepting to open and affirming, and strive to empower others to lead. Micah 6:8, “God told you what is good; and what is required of you but to do justice, and to love kindness, and to walk humbly with your God?” has become JMPT’s statement to live up to, hopefully we continue to work on following what God has taught us.

Building & Grounds Team, Eric Hochstrasser, Chair

The Building and Grounds Team is responsible for negotiating, modifying, signing and managing service contracts for insurance and maintenance of the UCP building and grounds. This includes the fire alarm systems, elevator, HVAC systems, landscape management, snow removal, irrigation system and pest control. In addition, B&G ensures that UCP meets Fairfax County safety code requirements with annual inspections of the fire sprinkler system, fire alarms, smoke detectors and elevator. The B&G Team and the Rental Sub-Committee are responsible for overseeing the building rental policy and operations.

The B&G Team consists of 3 elected members and many dedicated volunteer members. The team manages the second largest budget of the Parish which includes the building utilities, repairs and modifications. The team and volunteers perform all the minor repairs and some building improvements.

Major projects completed in 2018 included:

Cleaning the interior and exterior of all windows including the Sanctuary

Develop and implement a more energy efficient interior lighting plan that will be more fiscally responsible in the long run. Initiated interior recessed lighting upgrades to

energy saving LED fixtures in room 117, Narthex, Hallways and Stairwells. Project to be done in phases starting in early 2019.

The Fairfax County Police Dept. presented their “Worship Watch Program” to UCP members in November. The UCP Board has authorized an Ad-Hoc committee to develop a Worship Watch program for UCP based on the information/guidelines given to UCP by the Fairfax County Police Dept.

AED/CPR training for members of UCP.

Technology Team, Claudia Stallings, Chair

The “share drive,” used by the office staff to store data that needed to be available to multiple people, was at one point simply an old desktop computer with extra disk storage. That computer has been replaced by a small linux server with RAID storage (Redundant Array of Independent Disks), so that we automatically have an additional copy of everything that is stored there. That server can hold much more data as well, so we also plan to use it for automatic backups of the other computers, replacing our current manual technique.

Since the office computers are now well past the usual 3-year lifetimes (by about 3 additional years), we have obtained new office computers according to our 2018 plan, which we are currently working to set up. HARC has also funded laptop computers for Communications and our Music Director, which will be set up after the office machines are finished. Jay has also provided support to our new Nursery School Director in choosing and setting up her new laptop computer.

Plans for 2019 are focused on upgrading our Internet service and improving our wireless networking within the building. HARC has also asked that we work with them to improve our office telephone service.

Fellowship Team, Penny Johnson, Chair

Fellowship team is the care and support team of the church. Other ministries and teams provide policy or community service, but FT is described as the heart of the church.

The team provides support to UCP's ministries, committees and other teams to enhance their programs by assisting with meals, receptions and fundraisers for missions projects. We supported the church in programs that were an outreach to the community such as the Craft fair/Fall festival, the Thanksgiving Eve reception, The Christmas Celebration Dinner and receptions after concerts. We teamed up with Witness to celebrate Mardi Gras with a dinner and talent show. The Chili Cook-off was a fundraiser to support "Rise Against Hunger".

Each Sunday the church hosts a coffee hour after each service, which allows our congregation time to visit with new comers and fellowship with other members. Once a month we have a potluck lunch called "SSAC" Second Sunday After Church, which also provides time for fellowship.

FT also has subcommittees which include; Women In The Spirit (WITS) that sponsors a monthly book club, a twice-yearly retreat for the women in our church and community, and a monthly Men's breakfast. WITS also sells pecans to provide scholarships for the women's retreats.

The team supports grieving families by hosting receptions for the family after a funeral. We help with transportation for doctors' appointments and fixing meals when there is illness, or a death in the family.

This year we used the money we made from the food sale during the Fall festival to purchase Correlle dinnerware and regular silverware, We felt it was time to be better stewards of our earth by not using disposable plates and plastic ware, everyone one seems to be enjoying them.