



Mission  
We are a vibrant spiritual community  
awakening each life to the Christ within.

Vision  
Centered in Divine Love, we honor and celebrate  
a world awakened to peace, abundance, and respect for all creation.

Unity of Fairfax Board of Trustees

Monthly Meeting, Tuesday, June 22, 2021

Board Members Present	Others Present	Board Members Absent
Russell Heiland, Senior Minister	Rev Ron Karstetter, Associate Minister	
Teresa Accomando, First Chair		
Marangely Sandvik, Member at Large		
Julie Fisher, Secretary		
Dave Richardson, Treasurer		
Anthony Flournoy, Keeper of the Flame		

**Quorum present?** Yes

Meeting was called to order on June 22nd at 7:01pm EDT  
Executive session 7:01-7:28pm EDT

**MOTION:** Approval of May 26, 2021 Board of Trustees Meeting Minutes  
Teresa moved Anthony seconded, unanimously approved.

**MOTION:** Approve up to \$6000 from the capital reserve budget for investment in a labyrinth irrigation system. Purchase and installation to be coordinated jointly by the EarthCare ministry and staff. Teresa moved Julie seconded, unanimously approved.

**MOTION:** Approve voting membership status for all 2021 graduating YOU'ers per Bylaws.  
Anthony moved Julie seconded, unanimously approved.

**MOTION:** Approve board appointee candidate, Ed Merritt, to complete John Dickman's term which ends on December 31, 2021.  
Mara moved Teresa seconded, unanimously approved.

**Minister's Report:** Attached as Appendix 1

**Financial Report:** <https://www.unityoffairfax.org/board-financial-statements>

**Committee Reports:** Bylaw Review; Minister Review

**Old business: (if applicable)**

**New business:**

The board discussed the Mildred Park Society and protocols for bequests to Unity of Fairfax. Agreed to clarify that all bequests to Unity of Fairfax, whether by MPS members or others, will be applied to the

church's unrestricted operating fund unless specifically designated for the endowment or another restricted fund. The Finance Committee will clarify financial policies related to such special contributions and also develop suggested language for potential contributors to use in wills or other such documents.

**Upcoming Dates:**

Board of Trustees Zoom Monthly Session on July 27 7-9:30pm EDT

## Appendix 1 Minister's Report

**Kudos to the Board** and Staff for your shared operation of the church during my sabbatical. There were no fires to put out, no crises to resolve, and there was money in the bank! I could not ask for a softer landing upon my return. Congregation members have shared their praise for your handling of things!

The number one item on my to-do list is reopening. The UUA document and video I shared with the Board has also been shared with the SSC, Staff, and Prayer Chaplains. All have appreciated the thoughts conveyed. Only one congregant has expressed adamant displeasure to me about the church's handling of the pandemic.

**UWM has crafted** a resolution on racial equity. I will be sharing this on my Thursday (today) blog and again on Sunday, June 20. Appended to this document.

**Plans are set** for Rev. Ron's ordination at 2:00 pm on June 20. This will be an online event only.

**Church offices** will be closed on July 5 for the federal holiday.

**On Sunday, June 20**, I will share the following announcement during Community News about reopening on July 4:

### ***Slide from last week of "I don't know how to pandemic"***

In late May the Centers for Disease Control and Prevention revised its guidelines for activities for fully-vaccinated people. That's key: fully-vaccinated. To that point, I encourage you to receive a Covid-19 vaccine if you have not already done so. The combination of mask wearing and vaccines have proven themselves to be the main reasons why new infections are falling dramatically. We are also aware that guidance we've received throughout the pandemic has had many twists and turns and been adapted by different communities in different times and in different ways to meet the needs of individual communities. Unfortunately, there is no one playbook for everyone to follow.

On Sunday, June 6, we began a Sunday talk series based on the five Core Values of Unity of Fairfax and we are approaching our reopening with those core values in mind. In today's service we explored "Inclusivity," and in the next two weeks we will address "Integrity" and "Love in Action."

When we began the pandemic journey, the following guiding principles for reopening were adopted and shared with the Community in Community Dialogue Meetings and Sunday services:

***Slide of Guiding Principles for Reopening***

1 – We will stay true to our mission and vision

2 – The safety and well-being of our Community will not be compromised

3 – Our decisions and actions will be guided by Spirit, and based on science and best practices

4 – We will establish trust for the safety of our Community

5 – We will move forward prepared in faith

As a metric for reopening for in person gatherings, Unity of Fairfax selected having Fairfax County in “green” on the covidactnow.org website for 4 weeks. Fairfax went into green on June 4, which makes July 4 the four-week mark.

So, I am happy to announce that Unity of Fairfax will resume in-person Sunday services at 11:00 am on July 4!

***Slide - in person Sunday services resume at 11:00 am on July 4***

As I shared last week, we will resume in person gatherings very conservatively. Although the numbers are looking great, the pandemic is NOT over. Also, I invite you to consider the following:

Remember: this is an all-ages community

Remember: this is an all-health conditions and considerations community

As a community that values all its members and their well-being, please bear in mind the following:

Our children have no vaccine

Some vaccinated people have reduced protection due to health conditions

Some members are currently being treated for health issues

Some members **cannot** take the vaccine because of health issues

Some members are choosing not to be vaccinated

On account of these factors, the following protocols will be in effect until further notice. “Until further notice” may only mean until the following week, or for several months. We are feeling our way through this and will communicate any and all changes through Unity of Fairfax communication channels:

**Slide with below noted (modified to fit on one slide if feasible)**

Registration is required – go to classes and events on the website. This will allow for contact tracing if needed. We will announce through our regular communication channels when registration of the 11:00 am July 4 service opens.

Masks must be worn by **everyone** while in the building. That includes fully-vaccinated people.

Capacity will be limited to 70 total people in the building.

Social distancing is encouraged; however, if you would like a handshake or a hug – **ASK FIRST!**

There will not be a 9:00 am service

There will be no nursery of youth and family ministry programs

The bookstore will not be open

There will not be indoor hospitality

Lastly, if you are uncomfortable returning, please continue to participate with us via livestream and join when you feel comfortable doing so!

Full reopening will be a gradual process; to expedite that, we will be recruiting volunteers for various teams such as welcome, bookstore, and hospitality to name three.

Requests to schedule other activities may be made through the “book an event” option on the website. Protocols for other activities are still being discerned.

Again, I am keenly aware that our opening protocols are very conservative, and I imagine will be lightened up in short order. After all, “it’s easier to lighten up than tighten up” and besides that, we’ve never “pandemicked” before. Please be sure to read your emails from Unity of Fairfax and visit the website and Facebook page often for updates.

I must also remind you that what we will return to is not what we left behind last March. What was normal is no more. To repeat, we will not be returning to what we left behind last March.

So what is Spirit creating through us for the post-pandemic world? The very thought of creating gets me excited! I’m excited to leverage technology to maintain and grow our national and global connections and further the mission and vision of Unity of Fairfax. I’m eager to use our enhanced physical plant – you’ll see it when you return! – to serve our youth and families in ways we have not been able to since this building was built! And I welcome the ways our ministry teams are adapting their service taking into account the lessons and growth afforded to them during the “panda-mimic” (as the kids in the Unity Animal School would say).

Let’s face it – doing a pandemic is hard work, but I take comfort in the words of ascribed to Jesus in Matthew 19:26 “For mortals it is impossible, but for God all things are possible.” So, being since “Spirit-Centered” is one of our core values, I can safely say, “We got this!”

One last thing: if you join us in person on July 4, please wear red, white, and blue!

## **UWM Resolution:**

### **Resolution on Diversity, Equity, and Inclusion Unity Worldwide Ministries Juneteenth 2021**

An official statement from Unity Worldwide Ministries:

*Unity Worldwide Ministries stands for anti-racism, i.e., we are opposed to racial hatred, racial violence, bias, systemic racism, and the oppression of people of color. We stand for Diversity, Equity, and Inclusion for people who are marginalized because of color. No individual or group should be made to live in fear or excluded from society. Recent events in the United States and the world remind us that violent repression, prejudices, injustices, and inequalities towards people of color are embedded in societies, from social structures to institutions to cultures. Unity chooses to be more aware and take positive action in dismantling systemic racism and the social structures that support injustice and prejudice, and we raise awareness throughout our membership, churches, and centers.*

**WHEREAS:** Unity stands for Diversity, Equity, and Inclusion for people of color. Our second principle states: “Human beings have a spark of divinity within them, the Christ spirit within. Their very essence is of God, and therefore they are also inherently good.” This principle applies to all people regardless of color; and

**WHEREAS:** We are fully committed to Unity Worldwide Ministries being an ambassador for diversity, equity, and inclusion in our world and an example through our actions in the Unity Movement; and

**WHEREAS:** Unity Worldwide Ministries Board of Trustees acknowledges that there has been and is systemic racism in Unity. We acknowledge and accept responsibility for the impact that our history with racism has made upon our Black and Brown friends, colleagues, congregants, students, employees, and patrons—both past and present. We commit to eradicating any and all systems, policies, and practices that would in any way replicate our past mistakes or reproduce an environment that discriminates against or is inhospitable toward people on the basis of race, color, or ethnicity; now therefore be it,

**RESOLVED:** That based on Unity’s fifth principle of taking action, which states: “Knowing and understanding the laws of life—also called truth—is not enough. A person must live the truth that he or she knows;” we commit to the following actions:

- To reflect on an ongoing basis, diversity, equity, and inclusion in our Unity Worldwide Ministries Board of Trustees.
- To commit to reinforce our policy of non-discrimination by adopting and instituting best practices for ensuring that all qualified applicants and candidates are given full consideration for any, and all positions, without respect to race, ethnicity, culture, or color.
- To ongoing robust mandatory staff leadership development and education committed to building a culturally competent, anti-racist community of leaders and allies. Our bold initiative will address trainings on Implicit Bias, Cultural Competence, White Fragility, and Becoming an Anti-Racist, along with ongoing training and education that positions Unity Worldwide Ministries to be on the leading edge of building consciously awake thought leaders, committed to dismantling systemic racism and building the Beloved Community.

- To develop and disseminate principle-centered educational programs and curricula for use in our centers, spiritual communities, study groups and churches that equip Unity ministers, spiritual leaders, teachers, and laity with the information, inspiration, and resources necessary to detect and dissolve systemic racism within themselves and build healthy diverse, equitable, and inclusive communities. These materials will take many forms including a wide offering of online webinars.
- To allocate monetary resources to the fourth quarter of fiscal year 2021 to continue the work that the UWM Board has done in the 12-week class on racial diversity and the continued recognition of an inherent culture of white privilege with a racial equity consultant to assist us in developing a more organization-wide permanent response to the issue and needs for increased diversity, equity, and inclusion, and be it,

**FURTHER RESOLVED**, we are committed to moving beyond neutrality and to fully acknowledging that Black Lives Matter, too, and we are committed to demonstrating our sensitivity and understanding of this basic Unity tenet by no longer colluding in racism.

UWM Board Chair, John McMahon                      UWM Executive Director, Rev. Shad Groverland

UWM 1<sup>st</sup> Vice Chair, Rev. Sharon Ketchum                      UWM 2<sup>nd</sup> Vice Chair, Rev. Doris Hoskins

UWM Board Treas., Rev. Valerie Mansfield

UWM Board Sec. & Chair Emeritus, Tim Alderman (*former UofF member*)

UWM Chair Emeritus, Rev. Toni Fish                      UWM Chair Emeritus, Rev. Richard Bunch

UWM Board Member, Rev. Tim Lytle                      UWM Board Member, LUT Paul Skehen

UWM Board Member, Rev. Jeanmarie Eck                      UWM Board Member, Rev. Sylvia Sumter

UWM Board Member, Rev. Sandra Vanik                      Keeper of the Flame, Rev. Paulette Pipe