



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 December 14, 2021

Board Members Present	Others Present	Board Members Absent
Russell Heiland, Senior Minister		
Teresa Accomando, First Chair		
Marangely Sandvik, Member at Large		
Julie Fisher, Secretary (Present for some of the meeting)		
David Richardson, Treasurer		
Anthony Flournoy, Keeper of the Flame		
Ed Merritt, Member at Large		

Quorum present? Yes

Meeting was called to order on December 14 at 7:15 pm EST.

An executive session was called to order and ended at 7:21 pm

MOTION: Approval of November 16, 2021 Board of Trustees Meeting Minutes

Teresa moved, Anthony seconded and the motion was unanimously approved.

MOTION: Motion to approve a \$36k manse (housing) allowance for Rev. Russ for 2022.

Dave moved, Teresa seconded and the motion was unanimously approved.

MOTION: Motion to approve a \$16,200 manse allowance for Rev. Ron for 2022.

Dave moved, Teresa seconded and the motion was unanimously approved.

It was noted that each manse allowance is disbursed on a monthly basis for as long as the recipient is employed by Unity of Fairfax in their current position.

MOTION: Motion to donate a \$100 tithe by year-end to the Greater Oakton Community Association in appreciation of the Association’s efforts towards enhancing the quality of life in the Church’s neighborhood and our partnership with the Association.

Dave moved, Anthony seconded and the motion was unanimously approved.

MOTION: Motion to continue to designate 100% of monthly reserve allocation of \$3,500 to operating reserve through the first half of next year, to June 30th of 2022.

Dave moved, Ed seconded and the motion was unanimously approved.

Minister’s Report: Attached as Appendix 1

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

The Board meeting adjourned at 8:21.

Upcoming dates, 2022

January 25, 7:00-9:30 pm Board meeting

Appendix 1 Minister's Report

Minister's Report * December 14, 2021 (submitted December 7, 2021)

Strategic Goals

Note: The below noted goals are emerged from Rev. Russell's 2020-2021 professional review. Trustees should refer to the full document submitted under separate cover for all actions initially proposed. This report only contains updates to the original document.

These goals were presented to the staff on November 30, and will be presented to the Sacred Service Council in the December 11 and January 8 meetings. Manifestation of these goals is dependent on engagement by Board, staff, congregation, and me.

There may not be a specific actions noted each month for each category. There may be action that occurs between the time the report is submitted to the Trustees (1 week prior to the monthly meeting) that is not included in the report but will be shared at the monthly meeting. If an action is relevant to multiple goals, it will only appear once to keep this report brief.

Focus Area 1

Refire, engage, sustain and grow the Unity of Fairfax community of adults and children.

Goal 1: Refire Spiritual Education and Practice

Goal 2: Refire Membership Classes

Goal 3: Enhance Engagement with Congregation

A Christmas card from the church will be mailed to the entire mailing list by December 15.

Goal 4: Facilitate engagement for out of area or homebound congregants

Goal 5: Enlist current membership to determine spiritual needs and interests of young adults

Peter Chapin and Dave Richardson are meeting informally with Rev. Russ on this matter. Bev Ellis is arranging meetings with YFM parents/teachers to support this endeavor as they are in the young adult/young family demographic.

Focus Area 2

Refire, strengthen, and adapt Unity of Fairfax's capacity to serve its mission and vision in the current and near term environment.

Goal 6: Re-envision ministry services delivery model that engages membership, develops leadership, and supports an income-producing hybrid spiritual community.

Presentation of these goals to the Sacred Service Council will be made on December 11 and January 8.

Goal 7: Create staffing plan that supports hybrid ministry

Staff suggest it is important to discover what spiritual resources our membership have been seeking elsewhere.

Goal 8: Inaugurate, Continue and Expand Local Outreach

Patie Wilcox is coordinating with Greater Oakton Community Association (GOCA) and Hunter Mill Montessori (HMM) a semi-annual book sale to benefit the Oakton Branch Public Library. May include kids' activities, food trucks, etc. on our property.

I have been invited, and will attend, the Vienna Mayor and Town Council's Holiday Reception on Friday, December 10.

Focus Area 3

Refire the physical plant as an avenue of income generation and name recognition.

Goal 9: Resume and grow opportunities to use the physical plant for income generation and name recognition

Illuminate Fairfax, an all-building rental slated for early 2020 has been rebooked for July 16, 2022.

Focus Area 4

Refire and enhance Rev. Russell's proficiency and potential as a spiritual leader.

Goal 10: Rev. Russell's professional development goals

I completed the UWM CEU workshop "Creating Safe, Respectful, and Welcoming Church Environments" on December 1, 2021.

I completed the UWM CEU workshop "Diversity and Inclusion: What is Your Comfort Zone" on December 2, 2021.

Action Items

I move the Board approve manse allowance amount for Rev. Ron Karstetter for calendar year 2022 in the amount of \$16,200.

I move the Board approve manse allowance for Rev. Russell Heiland for calendar year 2022 in the amount of \$36,000.

I move the Board approve a \$100 tithe by year-end to the Greater Oakton Community Association in appreciation of the Association's efforts towards enhancing the quality of life in the Church's neighborhood and our partnership with the Association.

Discussions Items

Pursuant to last month's discussion of installing a ramp to the stage, Lenny Weltman has begun investigating this. Part of his research says "A slope 12:1 or less is required, meaning that our ramp will most likely need to be 19ft long. The minimum width is 36 in. and handrails will also need to be installed on both sides." Any further movement may require hiring a contractor. I propose we put this on hold until finances are more stable. Discussion?

Information Items

I will attend the Dulles Triangles' 30th Anniversary Gala on December 11, which is a great marketing opportunity to the LGBT community in NoVa by Unity of Fairfax. Millicent Eubanks paid for the Unity of Fairfax sponsorship which provided Unity with marketing in their bulletin, website, etc. allowed us to put merchandise in gift bags for the estimated 120 attendees.

In person Blue Christmas service on Tuesday, December 7 at 7:30 pm

In person Celebratory Christmas Eve service on Friday, December 24 at 7:00 pm

In person Contemplative Christmas Eve service on Friday, December 24 at 9:00 pm (NEW)

Rev. Sherry Quander guest speaker on Sunday, December 26. I will be in Wilmington, NC.

The church office will be closed on Monday, December 27 and minimally staffed the last week of December.

In person Burning Bowl Service on Friday, December 31 at 7:00 pm

All Youth and Family Ministry programs – except Nursery – resume on January 2. Youth participating must follow current protocols in place at the time.

Church office closed on Monday, January 17 for the Federal Holiday.