

Lifespan Faith Formation Annual Report: 2017-2018

This report covers the lifespan faith formation program at UUCN and Sadie Kahn-Greene's first year as the settled Director of Faith Formation.

Ongoing Faith Formation Goals from 2016-17 Strategic Plan

- 1. Evaluate and implement team structures for lifespan faith formation.** The year started with two teams, Children & Youth Faith Formation Team and the Adult Faith Formation Team. In November and December both teams met twice all together and agreed to try a new structure of task teams for Faith Formation programs and administration. This process is explained in more detail in the report below.
- 2. Create a plan for a fully developed faith formation program for adults (ages 18+), including the Young Adult Group.** The Adult Faith Formation Road Map was completed in July 2017. It has been used as a resource for this year's program and will be updated to include current programs and then the road map will be shared with the congregation in 2018-19.
- 3. Create a plan for a fully developed faith formation program for children through ROPEs. (Ages 0-14)** Inspired by the Adult Faith Formation Road Map, a team hoped to be formed but has yet to gather enough members to meet. The Director of Faith Formation has been reviewing the programs this year and has made recommendation for program changes that will unify our Sunday morning programs next year. These changes are detailed in the report below.
- 4. Create a plan for a fully developed senior youth group program (including active outreach and service trips).** The Senior Youth program has been a focus of the Director of Faith Formation for this year. The process is underway to bring a variety of program options for youth engagement in the congregation as well as a focus on community building, covenant, and safety at youth group programs and overnights.
- 5. Assess the training and support needs of volunteer staffing for children and youth.** The Director of Faith Formation continued to assess the training and support for volunteers through following the previous model of two volunteer trainings and frequent meetings with youth advisors. Beginning in the spring new Sunday morning teacher huddles began to offer more support and communication for teachers.

Strategic Goals for 2017-2018

- 1. Begin developing parenting support and learning programs; assist families with UU identity formation (family ministry).** To support this work Sadie attended a week-long "Family Ministry" workshop in January as an online learner for the UUMA Institute. Two new programs offered this year include times for families to explore worship and programming together as well as individually. A "Faith Formation for Families" e-newsletter began in April. Plans for online UU parenting book discussion are planned for 2018-19.
- 2. Develop regular facilitator training for adult programming.** This is in the works for 2018-19.
- 3. Develop and implement internet faith formation programs (webinars, A/V in classrooms and meeting spaces)** A new projector was installed in the chapel, which was used for children's chapel services, and adult faith formation programs. Webinar book discussions are in the works for 2018-19. One webinar was hosted in May.

4. Assess the needs for updating facilities for the youth room. Completed one round of reflections with advisors and property team which resulted in a TV for the youth room, as well as a magnetic whiteboard and locks on the cabinets. A new rug is being considered, and will hopefully be ordered for the fall of 2018.

5. Assess the needs for updating classrooms. Sadie and a team of volunteers added colorful decorations and altar cloths to each classroom and new shelves and rug were added to room 8. Table configurations were moved around in some rooms. Requests were put in to mount a TV to the wall in room 6 and for more shelves for books in rooms 6 & 7. Hopefully this can happen in 2018-19. New curtains for the chapel are in the works, as well.

Faith Formation Staff Director

of Faith Formation Focus of the Year:

Sadie Kahn-Greene began on July 24, 2017 as Director of Faith Formation. Sadie focused on overseeing and supporting the all ages of faith formation for babies through adults at Unitarian Universalist Church of Nashua. Sadie observed current trends, learned about congregational traditions and got to know the congregation in this first year. Sadie introduced some program changes this year and has made recommendations for how to support the program moving forward. Some areas of the program this year had more direct involvement than others. These areas included: Hiring and supervising Faith Formation support staff, Senior High Youth Group, worship for all ages, Sunday morning support, leading Adult Faith Formation classes, covering for Rev. Allison Palm's parental leave in April & May. All of these areas explored throughout this report.

Sadie's professional development/denomination activities included the LREDA (Liberal Religious Educators Assoc.) Fall Conference in Denver, CO; Online participant for the UU Ministers Association Family Ministry Workshop, LREDA Cluster Meetings and workshops in "Future of Faith Formation", and "Understanding our Relationship with Conflict" NH and MA. Sadie also attended the Northern New England District meeting workshop, "Decentering Whiteness", as well as the Regional workshop, "Spiritual Leadership".

Lisa Morel resigned as the Lead Child Care Provider in September due to her need to move away. Lisa offered caring and reliable care during the summer, but on many Sundays there were no children in childcare. **Beka Floyd** was hired in October as the new Lead Childcare Provider. There were many Sundays in the beginning of the year where no children came for childcare as well as weeks when Beka was not able to work. Beka resigned in December.

Ericka LaValley was hired in February as a Faith Formation Assistant. Using the same 4 hours allocated to the Lead Childcare Provider job description, the new role supports faith formation program preparations and administration on Sunday mornings, as well as serves as lead childcare adult if childcare is needed. Ericka brings wonderful energy and support to the program and she will serve as Faith Formation Assistant again in 2018-19.

I'm grateful that we have teens from our congregation that work as assistant Child Care Providers. They were helpful and flexible during our childcare staffing transitions. The teens Sadie hired for childcare assistants this year were: **Erica Agnew, Asher Thomas, Maggie Paratore, Anthony Iovino & Doug Eberle** as a substitute. These assistants now work directly with Ericka Lavalley to offer childcare if needed before, during and after Sunday morning worship. They also help provide childcare for special events.

From November through February, Sadie and Sherri split the role of supervising the teen coffee crew that provides coffee and clean up for fellowship hour. During this time, and since then, it was clear that what the church is asking of our coffee crew is not ideal and staff is continuing to look at options to improve fellowship hour and the coffee crew model moving forward.

Faith Formation Program Administration

Budget: The program operated with the following budget, exclusive of staffing expenses:

Children & Youth FF: \$4900 Adult FF: \$1400 Total FF Budget: \$6300

Registration/Attendance: Average Sunday attendance for the year was 36 children/youth and 16 adults. There was a total of 85 children and youth registered from 47 families. This year registration was done online. This process will continue. Next year we look forward using Breeze church database software for registration.

There were a total of 27 Sundays with faith formation programs for individual classes for children and OWL teens. There were 4 mixed ages AREA Sundays and 6 All Ages worship services as Sunday mornings, as well. Senior High Youth Group met for 25 evening meetings, 2 overnights and 3 field trips.

Communication: Thank you to *Brenna Woods* and *Lindsey Hedrick* for sharing their creativity with interactive bulletin boards in the faith formation wing based on the monthly themes! We are also grateful to *Tina Marshman* for designing pamphlets for the Children & Youth program, as well as the adult programs in the fall.

We strive to keep the congregation informed through the Sunday printed announcements, the Facebook Group pages, UUCN's group emails and weekly e-newsletters. A new family e-newsletter was sent out to families with new interactive online calendar links for both children's and youth program schedules. Faith Formation Teams continue to use tools in Google suite to create shared calendars and important documents.

Safe Congregation Policies and Procedures: We are continuing to follow and implement the Safe Congregation Policy. Updated evacuation signs were added to each classroom this fall and an all church fire drill took place on October 15th. Sadie joined Rev. Allison Palm and Sherri Woolsey to co-lead two safe congregation training for faith formation volunteers, worship associates and pastoral care associates volunteers.

A group of volunteers called rovers began in 2016-17 church year to support the classrooms and child care, as well as ensure the general safety in the faith formation wing. In the fall Sadie added a second rover to monitor the parish house on Sunday mornings, as well. Sadie is grateful to the *Kim Steele* who helped coordinate the rover's schedules this year. Rovers included: *Krista Earley, Kim Steele, Paul Cardone, Paul Introcaso, Alice Introcaso, Tiffany Holmes, Maggie Woolsey, Mandy Eberle, Steve Hedges & Gillian Hinkle.*

Training: The DFF led or co-led the following trainings: Safe Congregation (policy and procedures), Child Care/Coffee Crew, Fall and Winter Teacher Training, Covenant Group Facilitators and Worship Associates.

Faith Formation Volunteer Leadership

Children and Youth Faith Formation Team *Chairperson: Jamie Hinkle. Team members included: Cindy Hudson, Rhonda Moore, Megan Holmes, Krista Earley & Ginger Hedges*

The Children and Youth Faith Formation Team started the year with Jamie Hinkle as chair. They worked collaboratively in the spring and summer before Sadie's arrival and all the faith formation teachers were lined up for the fall! The Children & Youth Team met monthly from August through December of this year. During that time they hosted the annual back to church faith formation "Ice Cream Social" on Sept 17th for the entire congregation in the auditorium, complete with games and a parachute! The team reviewed the scheduled faith formation calendar of events for children and youth, helped set up the classrooms for start up, recruited additional rovers for the year and all attended the Safe Congregation Training. Jamie Hinkle decided to remain as chairperson until January of 2018, a gracious and incredibly helpful offer that helped ensure a smooth fall start up and we are all grateful for his extra time and energy. He hoped to pass the baton to a new chairperson in December, but we did not have a new chairperson in December to replace Jamie. All team members were already active teachers, rovers or needing to step back for health reasons.

Adult Faith Formation Team: *Jeff Beland, Roy Goodman, Ginger Hedges, Allyson Jutras, Gary Lerude, Harry Purkhiser, & June Haskell*

At this same time, there was no chair for the Adult Faith Formation team, although we started the year with a dedicated team. Some members were able to lead adult faith formation programs, while others could only attend meetings, and Ginger Hedges and Gary Lerude stepped down. This team gathered from July - December and reviewed the adult faith formation programs that were previously scheduled to run during the 2017-18 year.

Shift to Task Teams:

Both faith formation teams gathered together in November and December and agreed to try something new based on Sadie's suggestions. The new structure hopes to refocus members volunteering hours and energy from monthly meetings into specific tasks that will serve the program. The following task teams and information about faith formation program they supported are as below.

2018 Task Teams Include:

Volunteer Support Teams:

Volunteer Recognition Team: Krista Earley, Megan Holmes & Cindy Hudson Volunteer

Recruitment Team: Krista Earley

Teaching Task Teams for each program/age group w/ notes

Pre K-K Teaching Team: Jamie Hinkle, Cindy Hudson, Megan Holmes

"Celebrating Me & My World" Total students who attended this year: 16, Avg. attendance: 5. Leaders set up a calm class with gentle music playing, circle time with stories, chalice lighting with electric candles, and a wide variety of engaging crafts, and games. Classes closed with parents joining the circle to sing peace and joy.

1st-2nd Grade Teaching Team: Dan Earley, Dick Widhu, Victoria Agnew

"Love Surrounds Us" (Fall), "Love Will Guide Us" (Winter/Spring) Total students: 13, Avg. attendance: 5 Teachers created an engaging class with lots of crafts and activities where students learned through story and building friendships with one another.

3rd-4th Grade Teaching Team: Kate O’Shea, Kathleen Griffis, Lois Taylor, Jodie Holway, Joanne Iovino
“Toolbox of Faith” (Fall), “Signs of Our Faith” (Winter/Spring) Total students: 12, Avg. attendance: 6 This class explored the values and practices of becoming a UU leader. The children’s made stoles while learning and practicing what it means to be a leader.

5th-7th Grade Teaching Team: Chip McGee, Jason O’Neil, Karen Murray
“Crossing Paths” Total Students: 14, Avg. attendance: 7, Field Trips: 7. This class used the new Soul Matter curriculum which is an updated version of Neighboring Faiths (*a curriculum that has been used at UUCN for many years*). This curriculum has engaging activities that use games, videos, conversations with meaningful metaphors, and guidance for 7 field trips to local house of worship. Part Two of this class will be offered again next year.

7th-8th Grade OWL Leader Team: Andy Straussberg, Monica Staples, Ginger Hedges, Billy Parker
“Jr High Our Whole Lives” Students this year: 7, Avg. attendance: 5, overnights: 1. OWL met on most Sunday mornings in the youth group room from 9:30-11:30. Unfortunately due to the small number of youth in the OWL class, and the unavailability of their parents and our usual overnight adults, we had to make the decision to cancel the 2nd OWL overnight in April.

High School Youth Group Advisor Team: Sadie Kahn-Greene, Monica Staples, Ginger Hedges, Roy Goodman, Jim Woolsey, Brenna Woods (April-June). Total youth who attended this year: 16, Avg. attendance: 8, overnights: 2, field trips: 4.

All Age Faith Formation Events Team: Sadie Kahn-Greene, Rev. Allison Palm, Jed Holland.

This team planned Carol Sing on Dec. 16th that hosted over 40 members and families for a Carol Sing in the sanctuary followed by a potluck dinner and childcare for parents that wished to participate in a UU Parenting conversation. The 2nd All Ages program “Chalice Hour” included a short workshop service followed by chalice themed activities which included painting chalices to take home and an “Intro. to UU” conversation for parents. This event on Feb. 10th hosted 22 children and adults throughout various parts of the program. These programs took a lot of staff time and in order for these events to continue more volunteers will be needed to help make this happen. Luckily there are already 5 volunteers that have offered to help with special events like this in the 2018-19 year so hopefully we will be able to host more than two all ages events!

“Cakes for the Queen of Heaven” Program Team: Loretta Hubley & Sadie Kahn-Greene (covering as a back-up leader for Gail McMorrow-Donahue). “Cakes” met 6 Thursday evenings in Oct. and Nov. with 8 participants.

“Owning Your Religious Past” Program Team: Jeff Beland, Sadie Kahn-Greene & Rev. Allison Palm This program was offered in Jan-Feb to 6 participants. Two participants, Vengerflutta Smith and Bob Barry, shared reflections based on this class for our “Journeys of the Spirit” worship service.

“Common Read Workshop” Program team: Roy Goodman & Harry Purkhiser. Three workshops in November, January and April based on the UUA common read book, “The Third Reconstruction: How the Moral Movement is Overcoming the Politics of Division and Fear,” by The Rev. Dr. William J. Barber II.

“End of Life Planning” :Rev. Allison Palm led this highly attended program that met on Sunday afternoons in February and March.

Covenant Group Facilitator Team: Lois Taylor (coordinator), *Roy Goodman, Gail McMorrow-Donahue, Bob Keating, Hilary Keating, Karen Thomas, Rhonda Cook-Moore, Allison Annand, Cathy Brodeur*. There were 9 active covenant groups this year. One new off-site group hosted by Rhonda Moore included a shared meal. The 2nd new group is an outdoor hiking covenant group co-led by Lois Taylor and Kate O’Shea. CG facilitators met monthly to check in and to participate in a CG session, led by Sadie Kahn-Greene.

After Church Faith Formation Program Team: Rev. Allison, Sadie Kahn-Greene Lori Lerude & Molly Yarrington. After most Sundays a conversation or class is held in the fellowship room from 11:45-12:45 and facilitated by program staff or volunteers. 1st Sunday: “*Welcome to UUCN or Intro to UU class*”. 2nd Sunday: “*Deeper Than Coffee*”, conversations reflecting on that mornings worship service. 3rd Sunday: “*PercUUlate with...*”, conversations with members about a specific ministry or programs of the church (i.e Faith Formation, Covenant Groups, Stewardship, etc.) Attendance ranges from 2-12.

M-N-M Cluster/Collaboration Team: Sadie Kahn-Greene, Rev. Allison Palm, Rev. Patrick McLaughlin (Manchester) and Rev. Carol Strecker (Milford). Meets several times throughout the year to advertise programs at each others congregation. Not much crossover among members occurred this year. We hope to continue to support this more next year. To kick it off there will be a summer M-N-M Picnic at Greeley Park in Nashua on Sat. Aug. 18th, 2018.

Buddhist Meditation Group: Coordinated by *Sylvie Stewart*, this long-standing, year-round group met every Wednesday night and was open to UUCN and non-UUCN participants.

Young Adult Group Leader Team: *Brenna Woods, Lindsey Hedrick & Maggie Woolsey*. In April, Brenna stepped down and moved into advising with the youth group and Maggie Woolsey stepped in to co-lead! Sadie meets monthly with this team to support them in planning upcoming sessions. The Young Adult group met on the first and third Sunday of each month in the evening. On the 1st Sunday the group explored the monthly theme using the covenant group model and during the 3rd Sunday they participated in various social activities and outings, including movies, games, art, dinner, making intent tokens, a paint night, and a picnic. Total of young adults (ages 18-35): 13. Avg. attendance: 5.

“UU Friends Book Group”: Pat Ladew. The UU Friends Book Group met on the third Sunday of the month. Members rotated responsibility for selecting monthly books, leading discussions, and providing refreshments.

Rowley Discussion Group Team: *Chuck Rehberg, Karen Leonard, Russ Leonard, James McCormick*, The monthly discussion group met a few times at the beginning of the year to discuss sermons from UUCN’s former minister, Don Rowley. They made an audio recording of one of Don Rowley’s sermons. The group decided to take a break for most of the church year. This group decided to return next year and change the title to a Humanist Discussion Group. *Chuck Rehberg* will serve as the coordinator in 2018-19

New Task Teams for 2018-19:

Future of Faith Formation Team: This team looks at adapting our program as needed to stay relevant, meaningful and accessible to today's families, communities and members. It's a mix of research and analysis, dreaming, listening, and experimenting. This group never met this year, if we have enough volunteers we will start this team.

Faith Formation Road Map team: This team will look at all the faith formation offerings that we provide and continue to assemble them in clear ways to share and explain that faith formation paths we offer. It's a mix of vision, analysis and communication. This group never met this year, if we have enough volunteers we will start this team.

Faith Formation Theme Team: This new team of volunteers will work with Sadie to apply the monthly themes to faith formation programs using the Soul Matter Religious Education Curriculum. As a result all Sunday morning classes from PreK-5th grade will have programs that reflect the monthly themes. Session will offer activities, games and lesson plans that follow up from the Wonderbox stories told in the sanctuary or children's chapel.

Faith Formation Advisory Task Team: This new team would meet quarterly with Director of Faith Formation to connect and review the whole Faith Formation Program.

Faith Formation Pageant Team: If we get enough volunteers, this team will consist of workshop leaders that will work with Sadie to offer multi-age Sunday morning workshops for 1st-7th graders. Workshops on Nov. 25th, Dec. 2nd, Dec. 9th, Dec. 16th. Dress rehearsal on Dec. 22nd (Saturday). Workshops will include: acting, narrating, props & costumes, music, set, Slides & Video production. Then the pageant will be part of an all ages worship service on Sunday Dec. 23rd.

Faith Formation with Jr & Sr High Youth

The Director of Faith Formation supported widening the scope of where youth are involved and supported by our congregation this year. A total of 39 youth participated in congregational events during the year. While some attended youth group, OWL and Sunday morning worship, others worked on coffee crew, childcare, or volunteered as classroom assistants. We even had a youth serve on the Long Range Planning Team, two youth were Worship Associates, while others helped with Community Dinners and attended the Black Lives Matter Group.

Senior High Youth Group

There were 14 active youth and on most Sundays evenings youth group would have around 8 youth with 4-5 advisors. Sometime there were as few as 3 or as many as 16 youth attending youth group meetings. 14 youth attended our first overnight in January and 12 attended the second overnight in March where the focus was

planning the youth service. *Graduating seniors*: Congratulations to Erica Agnew, Alec Bonvouloir, Seth Bonvouloir, Bridget Foner, Rowan Stauff & Nicole Straussberg!

Director of Faith Formation, Sadie Kahn-Greene, attended and lead the youth group session plans on most Sunday evenings with advisors. This year's youth group program was guided by additional structure which included games and activities created to help build community and support youth's growth as Unitarian Universalists. At the beginning of the year youth brainstormed ideas for what they'd like to accomplish at youth group. Working with that list and with the needs of the program year, such as planning for pancake breakfasts, ice cream, the youth sale, the youth service, an art & nature walk, the youth group accomplished a lot and even had time for youth worships, music sharing, more ice cream, art nights, and a movie night. They planned to end the year with a field trip to walk the Nashua Labyrinth followed by ice cream and an Escape Room challenge!

The Youth group hosted 3 pancake breakfasts in November, December & February and a youth sale in Dec. Thank you to *Ginger Hedges, Roy Goodman and Christen Davis* for being our adults shoppers and pancake breakfast support adults! After February, it was decided to take a break for the rest of the year to let the youth focus on other aspects of youth ministry. They raised \$556.85 for **UNIDOS, a Disaster Relief and Recovery Program** which serves the immediate and long-term needs of families and communities in Puerto Rico.

A large focus of the year went into preparing for and leading their youth led Sunday morning worship on Sunday, March 18th. They chose the theme "Being a Teen in the 21st Century". This topic was a timely choice, as these youth processed what it was like for them at school in an age where school shooting are all over the news and social media provides immediate access to so much information. At the same time they were moved and inspired by the call to action by the youth of Parkland, FL. Through group discussion, reflection and collaboration a moving worship service was crafted.

Youth Overnights

There were two youth group overnights on in January and another in March, both were very well attended and parents helped allow advisors to sleep while they stayed awake in 2-3 hour shifts so we always had two adults awake during the overnight.

Our Whole Lives -Jr High

This comprehensive sexuality education Our Whole Lives (OWL) class was small but mighty! There were 7 students in the class and on average attendance at 4-6. OWL met on most Sunday mornings in the youth group room from 9:15-11:30. The OWL classes were not scheduled on All Ages Worship Sundays or AREA days to provide the opportunity for youth to connect with our congregation beyond their OWL class. Unfortunately due to the small number of youth in the OWL class, and the unavailability of their parents and our usual overnight adults, we had to make the decision to cancel the 2nd OWL overnight in April.

Worship

Multigenerational Worship Services: There were 7 services provided this year: Sept. 11th: Ingathering Water Communion Service, Oct. 30th: "Remembering our Heroes: An All Souls Service", Dec. 24th: Christmas Eve services at 10am & 7pm, Feb. 25th: "Journeys of the Spirit", Apr. 1st: "Easter Service: A Spring Emergence", May 27th: "Animal Blessing" outdoor service, June 3rd: "Faith Formation Blessings and Bridging", June 10th: "Flower Communion".

Sadie brought wonder boxes into worship this year. The interactive moment introduces or supports the story or message of the service and uses wondering questions for the congregation to ponder. Throughout the year many

children had a chance to be the one to come up to open the wonderbox as we all wondered what was inside! Sadie looks forward to exploring and engaging with this next year, as well.

Children's Chapel: These monthly services held on the first Sunday for preschool through seventh grade began in October and ended in May. The Worship Associates joined us again this year to help co-lead. The services were based on the theme of the month and included a variety of entering activity worship stations from 9:45-10:05, followed by chalice lighting, candle lighting for each of our seven UU Principles, Joys and Sorrows, Spirit of Life, a Wonderbox Story, guided meditation and a parting hymn.

Worship Kits, Fidgets & Family Corner: We added more fleece marble mazes as well as sequined pillows for all ages to hold, a magazine holder that allows for those that wish to draw to pick the coloring pages that interest them. At four services this year, Christmas Eve, Journeys of the Spirit, Easter and Flower communion, Sadie created special children's worship order of service cards. Soft blocks were added to the family corner as well as a variety of seasonal toys and stuffed animals throughout the year.

Parental Leave Acting Co-Executives (PLACE holders)

Sadie Kahn-Greene and Sherri Woolsey covered for Rev. Allison Palm's parental leave from Apr - July.

During this Time, Sadie covered for Rev. Allison providing staff support and leadership at the following programs and meetings: Board Meeting, Worship associates meetings, Social justice team meetings, Board Business, Budget and Brownies, the Church Auction, Safe Congregation Response Team and Pastoral Care Associates and the Annual Meeting. Sadie also took the lead on the two all ages worship services for June.

Respectfully Submitted,
Sadie Kahn-Greene, Director of Faith Formation
May 2018

"This has been a wonder-filled and inspiring first year for me. I look forward to many more to come!" - Sadie