



100 YEARS

UNIVERSITY UNITARIAN
CHURCH

Mission

University Unitarian Church is a community
that covenants
to awaken spirit,
nurture hope
and
inspire action.

Vision

We will create a more connected multigenerational community where all individuals welcome, value, and support one another and contribute to the common good.

We will risk leaving the safety of known ways in order to open ourselves to experiences of awe and mystery and deepen our sense of gratitude and awareness that we are connected to creation.

We will be responsible stewards of the gifts we hold in trust, endeavoring to leave a generous and sustainable legacy for those who come after us.

We will vocally and actively oppose injustice and stand in prophetic judgment of all that would diminish the equality and dignity of human beings or harm the web of life. We seek partnership with those who share our goals and creative dialogue with those who challenge us in our search for larger truths.

UUC's Strategic Plan

UUC is a community that covenants to awaken spirit, nurture hope, and inspire action.

Our Strategic Goals and Outcomes

- Integrated worship, learning and service
- Enriching, safe, multigenerational environment
- Significant individual relationships and small-group connections
- Deepened self-awareness and sense of life purpose
 - A balance of contemplative and activist dimensions of life
 - Deepened multicultural awareness and competence as spiritual practice
 - Justice work as an expression of gratitude
- Individual gifts and needs are recognized, invited, integrated
- Deepened covenants of mutual responsibility
- Leadership and service opportunities are available, valued and supported
- Appropriate governance, planning, staffing and accountability systems
 - A culture of abundance and stewardship
- Service and justice work woven throughout congregational life
- Empowered, immediate witness and action
- Our space is welcoming, inspiring, functional – and we take pride in it
 - Commitment to assess our space needs and options, and undertake a capital campaign

Connected Community
In response to high expectations for active involvement, UUC participants experience the church as a deeply-connected multigenerational community.

Awakened Spirit
Individuals of all ages feel awakened and deepened spiritually as a result of their UUC experiences.

Visionary Growth
We embrace the growth that has come to us, and are committed to serve well a growing congregation of up to 800 Sunday worshippers.

Faithful Action
All people and groups at UUC are called on and empowered to engage in justice work as a responsibility of their UU faith.

Liberating Stewardship
UUC will have physical and financial assets that empower us to joyfully live our mission and vision.

UUC's Strategic Plan: Implementation Teams

Leadership and Governance – Jon Luopa

Goal: Visionary Growth

This team's charge includes looking at our governance structure and our approach to surfacing, preparing and supporting leaders at the church. *The Strategic Outcomes that guide this team are:*

- Church governance, professional staffing, planning and accountability are appropriate for our current and aspirational size
- People see clearly identified leadership opportunities
- People feel prepared, mentored and valued in their work

Implementation team: Rich Brooks, Gayle Childers, Rochelle Coffey, Emma LeDu

Service and Membership – Beth Herrild

Goals: Connected Community, Visionary Growth

This team's charge would include looking at how we surface, prepare and support people in the many service roles that are necessary to keep the church running smoothly. It also includes looking at how people are welcomed, integrated and supported in congregational life at UUC. *The Strategic Outcomes that guide this team are:*

- People understand how their gifts and needs are recognized and integrated into the UUC community
- People see clearly identified service opportunities
- Church lay staffing and accountability are appropriate for our current and aspirational size
- People feel prepared, mentored and valued in their work

Implementation team: Dave Golden, Kara LeVerde, Katie Vos

Spiritual Growth – Linda Kaufman

Goal: Awakened Spirit

This team's charge would include looking at ways to deepen or broaden the ways we engage people in spiritual growth and faith formation, and opportunities to connect these threads across age groups. *The Strategic Outcomes that guide this team are:*

- People experience deepened self-awareness and sense of life purpose
- People experience richer balance between contemplative and activist dimensions of life
- Cross-generational interactions are deepened through integrating worship, learning and service

Implementation team: Barbara Alexander, Steve Johnson, Susan Lio, Meta Thayer

Creating "Small Church" – Beth Herrild

Goal: Connected Community,

We know from research that vibrant large congregations offer people ways get to know each other in smaller groups. We do not currently have the structures or culture necessary to do that well at a scale commensurate with the size and makeup of our congregation. This team's charge would include looking at ways to create a strong fabric of small-group ministries that are both scalable for our size and accountable to the health of the whole community. *The Strategic Outcomes that guide this team are:*

- Individuals readily connect with small groups
- People understand how their gifts and needs are recognized and integrated into the UUC community
- UUC is a safe and enriching multigenerational environment

Implementation team: Judy Bedell, Carol Cooper, Rhonda Peterson

Nurturing Multigenerational Community – Fred Capestany*Goal: Connected Community*

Developing opportunities for intergenerational engagement is something that all staff and teams will consider as they plan programs and activities. At the same time, we know that there are structural or cross-cutting aspects of how we operate that can be either a barrier or a help to multigenerational engagement. This team's charge would include looking across programs and identify some of these barriers, as well as the ways that we are successful in fostering multigenerational community; and to identify what could be done at an organizational level to support this goal. *The Strategic Outcomes that guide this team are:*

- People cherish the multigenerational nature of our community
- People form significant relationships across ages
- UUC is a safe and enriching multigenerational environment
- Cross-generational interactions are deepened through integrating worship, learning and service

Implementation team: Justin Almeida, Kathleen Crompt, Nancy Jordan, Susie Moore, Katie Renschler

Justice as Spiritual Practice and Faith – Jennifer Bright*Goals: Faithful Action, Awakened Spirit*

One thing that makes justice work different at church is that it is also spiritual work. Our UU tradition places a strong emphasis on living faith through action, but we do not always attend equally to the spiritual foundations of action, or the spiritual toll that activism can take on people. This team's charge would include looking at ways to help people connect spiritual life with justice work, including the deep work required to partner authentically with others across differences. *The Strategic Outcomes that guide this team are:*

- People experience richer balance between contemplative and activist dimensions of life
- Multicultural awareness, sensitivity and competence are nurtured as spiritual practice
- Justice work is done as an expression of gratitude for the gift of life
- Individuals and groups express faith through service and justice work connected with UUC initiatives
- Church leaders engage the congregation in empowered, immediate witness and action

Implementation team: Sheila Capestany, Bonnie McDaniel, Roberta Ray, Betty Williams

Giving and Abundance – Byron Krystad*Goals: Liberating Stewardship, Visionary Growth*

This team's charge would include looking at ways to reframe our language and culture of giving and stewardship to be more joyfully oriented towards achieving our vision for the future. *The Strategic Outcomes that guide this team are:*

- We have a culture of abundance and generous pledging
- We practice stewardship of the church's assets for those in the church today and for those who will come after us
- Church staffing, planning and accountability are appropriate for our current and aspirational size
- There is enthusiastic endorsement of a capital campaign.

Implementation team: Anne Eacker, Scott Renschler, Jane Spalding, Cherry Tinker

Physical Space – Byron Krystad*Goal: Liberating Stewardship*

The work of this team is tightly tied to Giving and Abundance, and these interrelated areas of work may be two sub-teams. This team's charge would include understanding and communicating our building needs and current state, and the information and process that the congregation needs for informed discussion and decisions about our physical plant. *The Strategic Outcomes that guide this team are:*

- People feel pride in esthetically welcoming, inspiring and functional space that allows UUC to live its mission and vision at our envisioned size
- We practice stewardship of the church's assets for those in the church today and for those who will come after us
- We pursue a comprehensive space assessment that considers expanding, rebuilding, or a new site
- There is enthusiastic endorsement of a capital campaign

Implementation team: Stacy Carlson, Anne Eskridge, Carolyn Rasch

Living Into Covenant – All teams are asked to consider the strategic outcome of “deepening experience through covenants of mutual responsibility” – what covenant means, how it is lived and applied in congregational life, and how we equip individuals and groups to create, sustain and repair covenants.