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# 100 YEARS

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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.

## **FIVE STRATEGIC OUTCOMES BY 2020**

*During the data-gathering phase of our Year of Discernment, three desires repeatedly surfaced: that we become more intentional about engaging all age groups in common experiences at UUC, that we support any person who wants to become more integrated into our congregation, and that we hold ourselves and each other to a higher level of accountability in our joint work and mutual support. While each of these desires is distinct, realizing any one desire would benefit by realizing the other two.*

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

- A. Participants at UUC cherish the multigenerational nature of the community and feel called to form significant relationships with persons of all ages in a safe and enriching environment.
- B. Individuals at UUC understand how their unique gifts and needs are recognized and integrated into the UUC community as they serve the larger good.
- C. Individuals readily find the means to connect with small groups within the larger UUC community.
- D. All persons who participate in the life of UUC feel their experience is deepened as a result of covenants of mutual responsibility both in small groups and with the larger UUC community.

*Prospective and existing members consistently identified the deepening of their own understanding, spirituality, and motivation as a primary reason for their continuing involvement in our church. This kind of deepening can happen when worship services feel integrated, transformative and focused. It can also happen when we leave our comfort zones and are encouraged and taught how to move outside our cultural biases of race, class and gender into worlds of people different from us.*

### **2. Individuals of all ages feel awakened and deepened spiritually as a result of their UUC experiences.**

- A. People who participate in Sunday worship and other church activities experience a richer balance between contemplative and activist dimensions of their lives.
- B. Cross-generational interactions are deepened through exploration of common themes integrating worship, learning and service.
- C. People feel that their own multicultural awareness, sensitivity and competence are nurtured as spiritual practices.
- D. People experience deepened self-awareness and sense of life purpose as a result of worship and other UUC experiences.

*While we value the long legacy of social justice work in UUC's history, we also realize that new expressions, strategies and partners are needed to meet the issues of our time. We should encourage individuals to advocate/work for justice in personal ways as well as strengthen our collective voice and effort as a congregation.*

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

- A. Individuals and groups in the church are called to express their UU faith through involvement in service/justice work connected with UUC initiatives and partnerships in the larger community.
- B. Individuals and groups work for justice as an expression of gratitude for the gift of life.
- C. When justice issues requiring immediate witness are identified, church leadership is empowered to engage the congregation in action.

*We have steadily and incrementally grown in membership over the last decade. We obviously provide an experience and have a 'product' more and more people want. We do not want to turn these people away! Yet we currently have patterns of organizational behavior, leadership and financial support appropriate to a small-sized congregation. Our ability to deliver services must grow, therefore, to meet the demand.*

**4. People embrace the growth that has come to us and feel committed to further growth and to serve well a congregation of up to 800 Sunday worshippers.**

- A. Church governance, staffing, planning and accountability are appropriate for a church with up to an average of 800 Sunday worshippers.
- B. Participants at UUC experience a culture of abundance that leads to more generous pledging in stewardship of the church's assets for those in the church today and for those who will come after us.
- C. Individuals seeking service or leadership roles find clearly identified opportunities to become involved, and feel prepared, mentored and valued in their work.

*We are the fortunate custodians of a unique building, a building designed for the program needs of a congregation in the 1960s. As our program needs have evolved so must our use and design of space evolve. Doing this in a way that also allows for sustainable maintenance of the building will be a challenge. But we believe we can both respect our inheritance and be faithful to the dreams of our future.*

- 5. UUC will have a physical plant with the increased capacity and design function to serve up to 800 Sunday worshippers and live our mission and vision.**
  - A. Participants take pride in esthetically welcoming, inspiring and functional space that allows UUC to live its mission and vision as church appropriate to its size.
  - B. People have an interest in a comprehensive assessment conducted to determine whether or not we can expand/re-build on our current site. If not, people will support a search for a new site in North Seattle.
  - C. Participants endorse with enthusiasm a capital campaign to support our 2020 vision.

## UUC's Strategic Plan: Implementation Teams

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### 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

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### 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

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### 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

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### 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

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**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

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**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

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**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

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**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*

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**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.