

UUCA Ends Statements' Interpretations

UUCA Global Ends Statement

The UUCA exists to create the Beloved Community by inspiring and empowering all souls to live bold and compassionate lives.

Ends Statement 1.0 – Faith Development

UUCA creates meaningful opportunities for deepening spirituality for all persons within a safe and challenging environment.

Interpretation of Ends Statement 1.0

There are several transitions and goals that will be monitored in order to achieve and maintain this ends statement:

1. Placing all Life Span Faith Development (LSFD) programs – “opportunities” – in the portfolio of one staff member who will be the Director of LSFD. This person will be responsible for creating, facilitating and sustaining Religious Exploration (Church School), COA, YRUU), PathWork, small group ministry (covenant groups and spiritual discipline groups), Young Adults, and family ministry (e.g., Parents Of Little Ones) program opportunities. There will be a stated mission that threads these together in one broad and seamless vision.
2. An intentional effort will be made in all program opportunities to articulate and monitor these questions:
 - What makes this a UU faith-based event or program?
 - How does the event or program reflect the vision of our Global Ends Statement?
 - How will this event or program deepen (the spirituality of) those involved?
3. These opportunities are for UUCA stakeholders, which include:
 - Primary stakeholders: adults, youth, and children of the UUCA community
 - Secondary stakeholders: adults, youth, and children who are not regular participants in UUCA activities, but are invited guests.
 - Finally, those in the community who we are trying to reach, i.e., potential UUs.
4. All opportunities will be monitored with the policies and procedures outlined in the UUCA Safety Policy Manual, which includes:
 - Safe Church Policy Concerning Abuse Prevention
 - UUCA Right Relations Covenant
 - Religious Exploration Safety Policy
 - Disruptive Behavior Policy
 - Employee Handbook
5. Efforts will be made to encourage and facilitate organic programming; that is, programs that originate with members and their interests and passions.
6. There will be effective and staffed lay committees at all levels of programming who assist the Director of Life Span Faith Development in coordination and facilitation.

7. Effective web-based technology will be used to publicize and engage members in these opportunities.
8. A commitment to anti-racism, anti-oppression and multiculturalism will shape all faith development programs.

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Ends Statement 2.0 – Social and Environmental Justice

UUCA's theological and spiritual culture calls us to put our principles into action by creating and supporting systems that address environmental and social injustices.

Interpretation of Ends Statement 2.0

Committing ourselves to the work of environmental and social justice is an integral step in shaping and creating the Beloved Community. There are two directions our justice work will go:

Inreach is composed of the justice work that leads to *personal* transformation and UUCA transformation.

Outreach is the justice work that we do in and with the *larger community* (city, county, region, state, national and international). These are not mutually exclusive directions, but could result in considerable cause and effect and overlapping.

There are five kinds of action that UUCA will use to achieve this ends statement. It's possible that all five could be done at the same time or in stages:

- Research and education – data gathering and sharing as a basis for informed social action. Example: A class, Town Meeting or Forum presentation/discussion.
- Social service work – working at a service agency or institution. Example: Tutoring, a shelter food bank or meal preparation, Bay cleanup, Habitat for Humanity.
- Community organizing – mobilizing others in order to address a challenge or issue. Example: Equality Maryland.
- Advocacy – supporting and advocating policy/change or laws that address justice issues. Example: attending or providing testimony at a hearing, serving on a national, regional or local government committee, writing letters, phone calls.
- Witnessing – participating in an event in order to show solidarity with others regarding an issue. Example: rally, march, hearing.

A commitment to anti-racism, anti-oppression and multiculturalism will shape all inreach and outreach action.

Special attention – as appropriate – will be given to ensuring that there is:

- spiritual and theological grounding: What makes this UU?
- opportunities for adult, youth and/or child participation: Who are the stakeholders and how are they invited and involved?
- national, state, regional, local partnering with leadership and coalitions: Who else is doing this work and do they know about our efforts?
- UUA leadership, engagement and publicizing: Is there support from the UUA?
- publicity about the action we are taking: Who needs to know and how will they know?
- naming the actions during worship services: How can the community own an action?

There are at least six ways to monitor progress on this statement:

- evaluation of the participants including the leader/minister
- the number of participants
- response of those being served
- communities served
- others (e.g., leadership) worked with
- anecdotal

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Ends Statement 3.0 – Larger UU Movement

UUCA creates meaningful opportunities that encourage participation and leadership in the larger UU community to promote the growth of Unitarian Universalism. – adopted May 14, 2011

Interpretation of Ends Statement 3.0

UUCA is a member of an Association of congregations called Unitarian Universalism. Membership has benefits and expectations. Among the *membership benefits* are:

- telling UU history as ours
- embracing the UU Principles and Purposes as defining and meaningful
- recognizing and celebrating UU efforts to create a more compassionate and just world
- receiving guidance, support and inspiration from the UUA regarding all aspects of congregational life

This ends statement and interpretation addresses *membership expectations*. Its purpose is to structure, promote and sustain UUCA's membership commitment to the UUA and contribute to the growth of UUism by participating and providing leadership in and through three venues:

- UUA initiated and sponsored national and international opportunities
- JPD – Joseph Priestley District – initiated and sponsored regional opportunities
- area-wide opportunities

The emphasis of this ends statement and interpretation is on promoting and encouraging participation in opportunities that:

- have received UU sponsorship
- have UU support and history
- not only promote the growth of UUism but deepen and strengthen the life of UUCA and the lives of its members. Creating or supporting new, that is to say entrepreneurial types of opportunities – especially those without the support or assistance of the larger UU community and/or which make extra demands on staff and ministers – may not be encouraged or endorsed. Special attention and review will be given to opportunities what have a history at UUCA.

A commitment to anti-racism, anti-oppression and multiculturalism will shape all participation in the UU community.

Communicating opportunities is paramount and will be promoted by a UUCA Committee/Team responsible for informing the congregation about and keeping it engaged with the larger UU community by:

- education and preparation for JPD and UUA meetings
- educating members about and sharing opportunities to serve in UU settings outside of UUCA
- describing how UUCA members are promoting the growth of UUism
- describing how UUCA staff/ministers are promoting the growth of UUism
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There are at least six ways to monitor progress on this statement:

- evaluation of the participants including the leader/minister
- the number of participants
- response of those being served
- communities served
- others (e.g., leadership) worked with
- anecdotal