

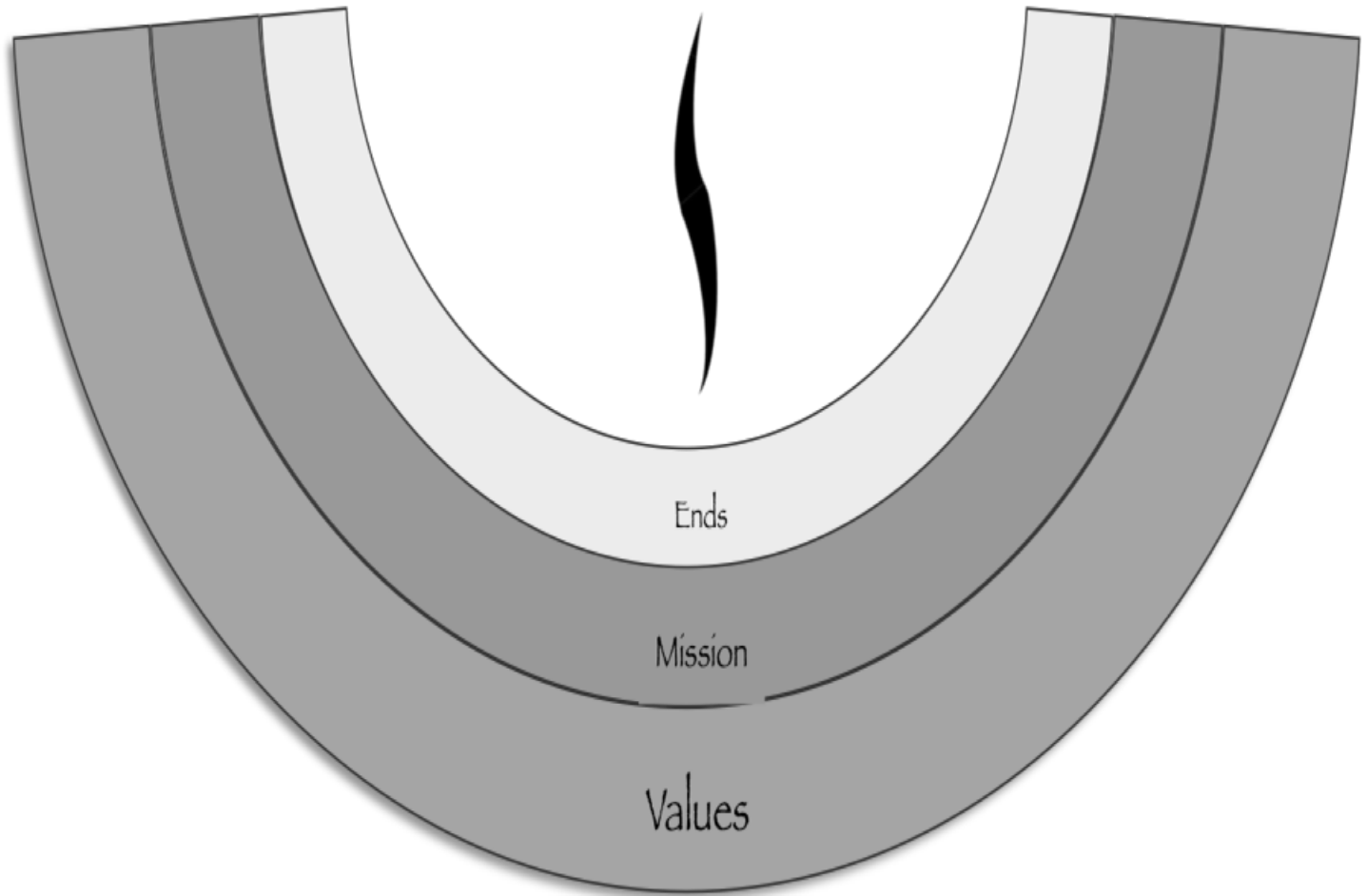
Governance Principles for Vibrant, Healthy Congregations

Presented by Unity Consulting
Unitarian Universalist General Assembly
June 25, 2010

Agenda

Fill the nested bowls of values, mission and ends
Clarify roles and accountability: visionary vs. operational leadership
Q&A

The Nested Bowls



Values: What timeless, transcendent qualities of our religious community will we carry forward into our future?

Mission: What overarching difference are we here to make and for whom?

Ends: What specific, measurable differences will we make and for whom?

The flame that lights the chalice: Close connection to your sources of authority and accountability, including, but not limited to, your members.

Sample Mission Statements

What overarching difference are we here to make and for whom?

All Souls Church, Unitarian in Washington DC Mission

To create a diverse, spirit-growing, justice-seeking community that transforms ourselves and our world into one great family of all souls.

Unitarian Universalist Association Mission (Global END)

Grounded in our covenantal tradition, the member congregations of the Unitarian Universalist Association will inspire people to lead lives of humility and purpose, connection and service, thereby transforming themselves and the world.

Unity Church—Unitarian Mission

The mission of Unity Church-Unitarian is to engage people in a free and inclusive religious community that encourages lives of integrity, service and joy.

Unitarian Universalist Congregation of Atlanta Mission The Unitarian Universalist Congregation of Atlanta is a community of faith that encourages and supports our individual spiritual quests out of which we act together for social justice.

Sample ENDS Statements

What specific, measurable differences will we make and for whom?

Unity Church—Unitarian ENDS

- The people of Unity Church – Unitarian have a deeply meaningful, transforming, liberal religious experience. (within)
- Unity Church – Unitarian is a radically hospitable, spiritually vital and supportive community. (among)
- Unity Church – Unitarian is a visible leader and partner, making a positive impact in our neighborhood and in the world. (beyond)

Unitarian Universalist Association ENDS

- Congregations that unlock the power that transforms lives. (within)
- Congregations that live in covenant with other congregations in our Association. (among)
- Congregations that move toward sustainability, wholeness and reconciliation. (beyond)

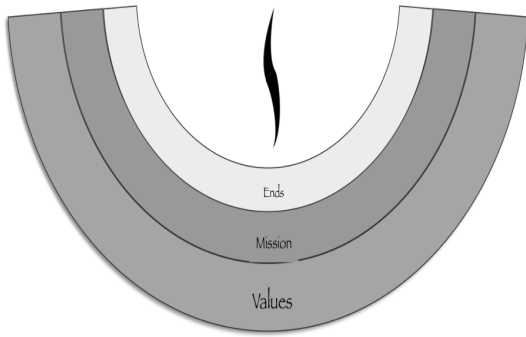
All Souls Church, Unitarian in Washington DC Ends Statements

1. Church members and their families discover and articulate the source of love in their lives and cultivate the ability to act on that love in ever-expanding circles.
2. All Souls is an ever-more diverse congregation, overcoming the barriers that divide the human family.
3. Our building and our grounds are welcoming, comfortable, and accessible to all who seek their use in harmony with our mission.
4. All Souls Church is a congregation where members generously share human and financial resources to support our growing mission and ends.
5. All Souls Church is a leader in the Unitarian Universalist movement by witnessing to UU values in our nation's capital.
6. The Columbia Heights/Adams Morgan/Mt. Pleasant neighborhood is a more just and compassionate community because of All Souls' prophetic leadership.
7. All Souls Church is a vibrant and joyful community of communities where all seekers find connection, support and spiritual growth in groups large and small.

Assigning Governance Leadership: Two Types

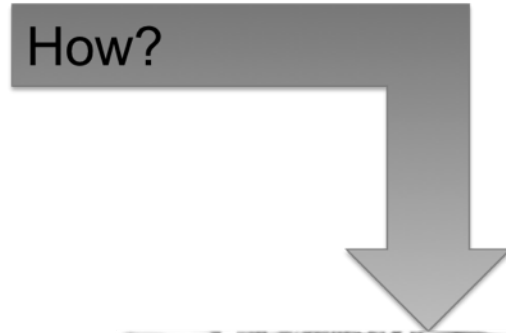
Visionary Leadership: Lights the flame of ownership connection and fills the nested bowls. Represented by the nested bowls icon below.

Operational Leadership: Makes sure the outcomes in the nested bowls become reality. Represented by the chalice photograph.



Who?

Who?



Visionary Leadership Asks

- What does our membership care about, think about, ask about?
- What's at stake now and in scenarios for the future? What issues or realities do we need to prepare to address?
- How are our core values expressed in the mission, ends and policies of our congregation?
- What direction could we go? ... What direction will we go? ...
- What priority and portion of our resources should we give to each particular end in our vision for the future?

Operational Leadership Asks

- What programs and initiatives will enable us to make our vision reality? ... How will our programs and initiatives flow from the energy and creativity of our members?
- What do we need to change about our current situation to achieve our Ends?
- Who will be responsible for initiating and managing what programs? ... How will we manage, update and enhance our resources to achieve our Ends?