

Table Summarizing Interpretations and Measurements

We believed there would be value in summarizing, in table format, both the *interpretations* for each of the Ends policies and the *measures* attached to them. *This is a quick reference summarizing at a high level the interpretations and measures that are described officially and more completely in the Ends Monitoring Document (see the full interpretations immediately after this section).*

Policy Number	Interpretation	Measures
1.0 Global	<ul style="list-style-type: none"> ▪ All further definitions are covered in the lower level policies except for interpretations of: <ul style="list-style-type: none"> ○ "UU community" – those who identify as Unitarian Universalists. ○ "Transforming Power" - inspiring people to recognize and act on their capacity for change and their need to work with others to achieve it. ○ "Institutional Sustainability" – ongoing ability of UUA to be an instrument to create that transformation through the actions of our congregations and communities. 	<ul style="list-style-type: none"> ▪ Compliance in all lower level policies. ▪ Increasing numbers attest to this experience in self-assessment tool and in focus groups. ▪ Sustainable shown when 80% of Ends focused major strategic programs are assessed as to impact and adjusted as needed. ▪ Sustainable evidenced by achievement of lower level policies.
1.1	<ul style="list-style-type: none"> ▪ Congregations and communities make explicit and ongoing promises of faithful relationship to one another and see themselves as part of a 	<ul style="list-style-type: none"> ▪ Majority of congregations and communities show increased capacity over time in these areas based on a self-assessment and reflection tool developed

	<p>larger whole.</p> <ul style="list-style-type: none"> ▪ Congregations and communities understand that they serve their members and community as well as their surrounding community. ▪ A community exhibits radical hospitality, passionate worship, intentional faith development, risk taking service and witness and faithful generosity. ▪ Congregations and communities understand they are the means of transformation and their purpose is expressed both in words of intention and in actions. 	by UUA.
1.2	<ul style="list-style-type: none"> ▪ Congregations and communities will have opportunities to gather and work together through cluster, district/regional and national programs and events. 	<ul style="list-style-type: none"> ▪ 75% of functioning congregations participate. ▪ 50% of individuals participating self-report enhanced through event feedback mechanisms.
1.3	<ul style="list-style-type: none"> ▪ UUA staff, structure and policies will model inclusivity. ▪ Congregations and communities have access to resources to deepen their ability to grow their inclusivity. ▪ Congregations and communities engage in intentional self-reflection and cultural change in these areas. 	<ul style="list-style-type: none"> ▪ Increase in diversity of staff & volunteers and policies. ▪ Increase usage of relevant resources and participation in border-crossing activities. ▪ Congregations and communities engage in self-reflection and cultural change in these learning arenas.

1.4	<ul style="list-style-type: none"> ▪ UUA Administration is in partnerships at multiple levels of the organization and will create a campaign structure of chances to engage (e.g. standing on the side of love). ▪ Congregations and communities engage in inter-faith and other community collaborations. 	<ul style="list-style-type: none"> ▪ Increased numbers of collaborations and participation by UUA, Congregations and communities and individuals. ▪ Congregations and communities will engage in interfaith partnerships in their own community in increasing numbers.
1.5	<ul style="list-style-type: none"> ▪ Congregations and communities will have resources regardless designed to achieve the interpretation of 1.1 regardless of their economic circumstances. ▪ These resources will deepen, enhance and improve congregations and communities. ▪ A self-assessment and reflection tool will be used by increasing numbers of congregations and communities. 	<ul style="list-style-type: none"> ▪ Number of publications accessed. ▪ Number of persons attending. ▪ Anecdotal based on joint efforts and attendance. ▪ Resources are referenced as a source of enhancement in a self-assessment tool developed by UUA. ▪ Self-assessment tool used by increasing numbers of congregations and communities.
1.6	<ul style="list-style-type: none"> ▪ Increases will be seen both in the number of people participating both in congregations and communities as well as in the number of people they serve in their local community. 	<ul style="list-style-type: none"> ▪ Self-reporting by congregations and communities on membership and number of people served in community.
1.7	<ul style="list-style-type: none"> ▪ Increases in the number of new congregations and communities in relationship with the UUA. 	<ul style="list-style-type: none"> ▪ Increase in numbers of new congregations and communities in relationship to the UUA each year.
1.8	<ul style="list-style-type: none"> ▪ Increase in opportunities lay and professional leaders to train in entrepreneurial leadership. 	<ul style="list-style-type: none"> ▪ Increasing number of opportunities for lay and professional leaders to train and more participants.

<p>1.9</p>	<ul style="list-style-type: none"> ▪ Congregations and communities will be healthy and vital when we achieve the interpretations of the policies above. ▪ UUA and congregations and communities recognize the obligation to support other UU institutions, resulting in an increased number of cross-institutional programs. 	<ul style="list-style-type: none"> ▪ Compliance with the above lower levels. ▪ Increasing number of people participating in cross-institutional UU programs inspiring deeper UU values.
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