

Congregations Come First Initiative



The CCF Team's Charge



To examine and recommend systemic changes and influence culture and practices that will ensure...

The CCF Team's Charge

...more equitable and effective allocation of resources to support our congregations in their missions.

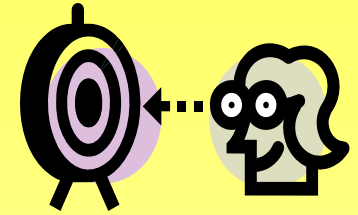
CCF Organizational Partners

- UUA Board
- District Presidents' Association
- Annual Program Fund (APF) Committee
- UUA District Services Staff
- Parish Minister
- UUA National Staff

Current Team Members

- Gini Courter
- Roger Comstock
- Barb Brown
- Elyse Reznick
- David Friedman
- Joe Sullivan
- Rev. Harlan Limpert
- Rev. Bill Zelazny
- Laurel Amabile
- Nancy Heege
- Rev. Mark Gallagher
- Rev. Stephan Papa

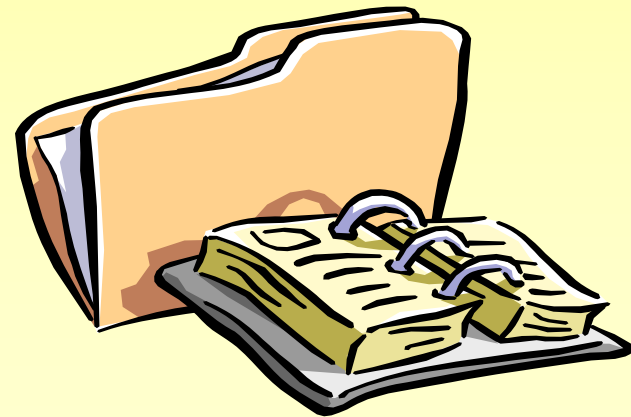
Our Goal



To increase the
effectiveness of our
Association of
Congregations.

Concept Presentations Fall 2006

- The CCF Team shared a concept presentation with the four partner groups, and sought feedback from district leadership teams.



Voluminous Feedback was Received

Both positive and critical feedback was received in response to the significant systemic changes proposed.

Upon Reflection the CCF Team observes...

The concept, though controversial, sparked discussion and stimulated imaginations to consider how our system might be better.

Context for the CCF Work

Simultaneous Processes

- **Mission & Ends** -- discussion at GA '07 &'08
- **Association's Principles** – current Committee on Appraisal
- **Governance** – ongoing UUA Board work
- **Leadership** – President & Moderator election '09
- **Structure** – Congregations Come First

A Vision Consistent with UU Values

- **Effective and equitable structures and systems**
- **Increased connectedness and cooperation among congregations**

A Vision Consistent with UU Values

- **Generous spirit of faithful stewardship**
- **Right relationship in funding and resource allocation**
- **Increased participation by congregations in the life of their association**

The Promise and the Challenge

Significant innovation and initiatives are occurring, which...

- Increase the effectiveness of our services to congregations.
- Move us toward greater equity.
- Strengthen our covenant.

We wonder...

- *How could we more effectively organize ourselves as we move into the future?*
- *What would the structure and accountability of our system look like to reflect growth as a priority?*

We wonder...

- *Will the initiatives and changes that are underway lead to systemic change?*
- *Are we changing quickly enough relative to changes in the larger society?*

EQUITY....we wonder...

- *What if all congregations had access to resources in roughly the same ratio?*
- *What if all congregations had access to specialized staff and services based upon their needs rather than their location?*

EQUITY....we wonder...

- *Can we imagine a more equitable method to distribute money and other resources or share costs between and among districts?*

EQUITY....we wonder...

- *How would the structure and accountability of our system need to change for equity to be a reality?*

COVENANT...we wonder...

- *What is the quality of relationship in our Association of Congregations?
Covenantal? Contractual?*
- *How could we strengthen our connections?*

COVENANT...we wonder...

- *What all our congregations embodied our bond of connectedness with each other so that we advance our common purpose and no congregation is alone in its work?*

COVENANT...we wonder...

- *How do we structure cooperation and covenantal relationships into our accountability?*



Can we work to overcome
obstacles together?

To have a better way to
provide services and fund
our work?



WHAT WE ASK OF YOU

- Consider and invite conversations about the questions raised in this report.
- Join the conversation at CCF workshops such as this and at the General Assembly.

WHAT WE ASK OF YOU

- Identify ways or methods by which we might live out our covenant more fully and with deeper meaning.
- Share your stories of how your congregation or district is addressing these values so that others might learn from your experiences.

THE CCF TEAM WANTS TO HEAR FROM YOU

- Send your comments to:

ccfcomments@uua.org

