



MEET THE MOMENT

UNITARIAN UNIVERSALIST ASSOCIATION

UUA GENERAL ASSEMBLY 2026 WAVE COHORT FACILITATION GUIDE

Total time: 3 Hours

Introduction

As Unitarian Universalists navigate the realities of escalating authoritarianism, climate crisis, and seismic shifts in the religious landscape, we know two things for certain: that our transformative, liberating faith is more relevant than ever, and that if we want to stay relevant, in the midst of all that has shifted around and among us, we will also need to transform ourselves.

Whether we're talking about the pledge drive, ministering to our young families, our aging buildings, or partnering with our neighbors for justice, Unitarian Universalist congregations and communities are navigating many of the same issues – but are not always in intentional dialogue, within, among, and beyond our congregations, to share wisdom, learn from one another, and innovate the future together. **Meet the Moment** is a framework to support Unitarian Universalism – our members, our leaders, our congregations – in navigating the current context collaboratively. It is designed for sharing wisdom and resources, and for co-evolving our practices in ways that allow us to effectively, faithfully embody our timeless values in this present moment.

In order to align our energy both within our congregations and more broadly across the faith, Unitarian Universalists need to **develop a shared understanding** of the realities we are navigating. We also need to hone our ability to **identify the most urgent needs and important**

opportunities – the things that *really deserve our attention and resources* – and then **discern how our shared UU values are calling us to respond**. Only when we have done this foundational, collaborative work as individual congregations and as an Association can we dive into the strategy planning, experimentation, assessment, and recalibration that are needed to truly meet this moment.

This 3-hour Wave Cohort experience is intended to give Unitarian Universalist lay leaders, religious professionals, and congregants attending General Assembly together a foundation for and practice with doing this kind of shared discernment and prioritization that can be used both within and beyond the congregation.

At the heart of this Wave Cohort experience are the three grounding questions of this first phase of Meet the Moment:

- 1.) What's the moment we are in?
- 2.) What are the most urgent needs and important opportunities of this moment? and
- 3.) How are our shared values calling us to respond to this moment?

Through a variety of interactive activities and exercises, this Wave Cohort will guide participants through the process of engaging these questions as they pertain to the context you're working in. This could be the context of your congregation as a whole- in this case you would be asking "what is the moment we are in as a congregation?" and "what are the most urgent needs and important opportunities right now for our congregation?" and "what are our shared values calling our congregation to do in this moment?" You could also get more specific, using the format and the questions to focus on a subset of your congregation- the RE program or the Buildings and Grounds needs, for example. The Board could use it to focus their work or the ministerial search team could use the process to guide their decision making. Or you could use the questions to frame a conversation about a larger context- the cluster of UU congregations in your area and their work together, or your community partnership with a nonprofit or justice-focused organization, or the context of your whole state if you are part of a Statewide Action Network. Finally, you could also use this format to focus on a specific issue that crosses lines of congregations or communities, and create a Wave Cohort that includes all of the groups in who work on trans justice or immigrant justice, or a Wave Cohort that brings together all of the Board Presidents or Administrators or Youth Advisors in the UU congregations in your are, to focus on your shared work in different contexts. The format is intended to flex, shift, and expand or retract to meet the needs of many different contexts where shared understanding, needs assessment, and values-based discernment are called for. Although this Guide can be used exactly as written, you should feel free to adapt this format and the specific focus, as needed, for different contexts and groups of people.

Who this Wave Cohort is for

This Wave Cohort is designed to help General Assembly participants, but also congregational leaders more generally, build shared understanding and analysis while prioritizing needs in order to discern what values-aligned action is needed in this moment. Although you are using this Facilitation Guide to lead a Wave Cohort at the UUA General Assembly, you might also choose to run a session like this as the basis of your annual leadership retreat, inviting a large group with participants representing all the various teams and committees across your congregation; you could also use it with just the Board, or the staff, or the ministerial search team. Or you could invite multifaith or other community partners to engage this framework as a way of defining your shared work and priorities together. This Facilitation Guide is intended to be useful and flexible in a variety of settings where the practice of shared discernment is needed.

The more leaders in the congregation who become familiar with the Meet the Moment process and who experience the framework together, the stronger the sense of shared purpose, alignment, and understanding among various groups.

This session can also serve as a shared introduction to the Meet the Moment framework, to be followed by sending various groups off to engage more deeply about their specific sphere of shared work. You can use the Wave Cohort process represented in this session as a way of building a common analysis about dynamics and realities impacting the whole congregation before sending leaders to do our [three 90-minute session Meet the Moment process](#) independently with their own committee/team/task force.

How to use this facilitation guide

We have designed this facilitation guide to be as user-friendly as possible so that facilitators of all experience levels can bring this Wave Cohort process into their congregations. As written, this template includes time markers for each section, a facilitator script, and detailed instructions about how to run the 3-hour Wave Cohort. While we strongly encourage you to recruit a team of 2-3 facilitators to lead this session, it is definitely possible for one person to serve as a sole facilitator.

We recognize that facilitators have a wide range of styles, and not every activity will work equally well for all groups. Some facilitators like to stick to the script, and others prefer to put everything in their own words – feel free to adapt and modify as you see fit! We highly recommend reading through the entire facilitation guide and making whatever tweaks will make this the most impactful for your GA participants, your congregation, and your people. Feel free to swap a pair share for a silent reflection time if you're using this with a deeply introverted

group, for example, or scrap a popcorn-style large group section in favor of giving people more time in small groups. The pieces that we ask you to commit to keeping are only 1.) showing the videos included in the template, and 2.) engaging the three grounding questions in some format.

We have written this Wave Cohort Facilitation Guide with an emphasis on in-person engagement; you could easily adapt this template to be used through Zoom or another platform that allows breakout rooms.

Getting the most out of this process

We strongly recommend that the people designated as facilitators for this GA Wave Cohort experience (or anyone using this Guide for another purpose) meet before leading the Wave Cohort and talk about shared goals for participants, what “topic” or context you’ll focus your conversation on, as well as any of the “Carrying it forward” practices you might want to engage or recommend to participants after this session [see APPENDIX 2].

Engaging with Meet the Moment beyond General Assembly

Unitarian Universalist congregations and leaders are all being shaped by similar political, social, religious, and environmental realities – which means that many of our challenges and opportunities are similar to one another. Whether you are planning to use this Facilitation Guide to lead a Wave Cohort at General Assembly, or to facilitate a general conversation about the dynamics and contexts your congregation is navigating, or to discern how you and your team / congregation / coalition are going to address specific issues such as religious education, fundraising, or staffing structure, it’s likely that your group is not alone in whatever you’re navigating.

Meet the Moment provides a common set of tools for congregations to use to do thoughtful, values-based discernment about how to respond to the current moment. But it also offers a myriad of opportunities for Unitarian Universalists to connect beyond their own communities with other UU leaders and congregations traversing similar terrain. We have designed the Meet the Moment framework to increase Unitarian Universalists’ sense of interdependence and mutual support; to create containers for leaders to innovate, experiment, and assess our approaches in community; and to make the wisdom, resources, and successes we generate together easily accessible across the faith.

In addition to facilitating this Wave Cohort in your congregation or community, we encourage you (and your fellow congregants!) to engage with this work in the company of other UUs by:

- [GET PERSPECTIVE ON THE MOMENT THROUGH DATA](#)
Join UUA staff to hear the stories our annual Congregational Certification Data tells — and the questions it raises — about the moment our faith is in as a whole.
- [JOIN A WAVE COHORT](#)
Grow your skills, deepen your understanding, and prime your imagination in the company of other UUs across the faith as Wave Cohorts launch throughout the year.
- [LEARN FROM OUR PREVIOUS WAVE COHORTS](#)
Whether you participated in one of our now completed Wave Cohorts, or are simply curious about what Wave Cohorts are like, check out the videos and other resources from our previous Wave Cohorts.
- [SUBSCRIBE FOR UPDATES & CHECK OUT THE WEBSITE](#)
Stay connected with Meet the Moment by signing up to receive timely email updates from Meet the Moment.

Please share these resources and opportunities with all participants in your session and your wider congregation or organization!

Time	Content	Facilitator Notes
<p>Prior to the GA Wave Cohort</p>	<p>Pre-Wave Preparation</p> <p>Materials:</p> <ul style="list-style-type: none"> ● Large butcher paper or flipchart (with paint-safe tape if needed) ● Markers ● Post-Its in three different colors (enough for all participants to have a stack of about 10 in each color) ● Pens/pencils for all participants ● Projector or TV connected to laptop for showing videos ● Chalice & matches + your own chalice lighting words ● Snacks & drinks (optional) ● Music playlist for gathering & break times (optional) ● Microphone/sound system (if available) <p>Room setup:</p> <ul style="list-style-type: none"> ● Ideally, set up tables around your space so that all participants can see whatever surfaces you will be using to post your flipchart/butcher paper ● Place pens/pencils and stacks of each color Post-Its at each table ● Ensure that your projection system is working, including sound and wifi connection. Test all four videos in advance; consider downloading videos ahead of time if your wifi is spotty. 	

	<p>Create beforehand [see APPENDIX 1]:</p> <ul style="list-style-type: none"> ● Sheet 1: Agenda ● Sheet 2: What is the Moment We're In? ● Sheet 3: Urgent Needs & Important Opportunities ● Sheet 3: Shared UU Values 	
<p>0:00-0:15 15 min</p>	<p>Welcome, Framing, & Agenda</p> <p>The facilitator welcomes all participants to the Wave Cohort and makes any logistical or technical notes.</p> <p>The facilitator invites participants to breathe, quiet their minds, and become aware of their bodies. The facilitator then reads a chalice lighting, and a volunteer lights the chalice.</p> <p>Facilitator says:</p> <p><i>We're here to engage in a Wave Cohort process together: to do some reflection about the specific realities of this moment, the needs and opportunities that exist for us in this moment, and how our shared values are calling us to respond. This "Meet the Moment" framework comes out of our Unitarian Universalist Association and, in addition to these Wave Cohorts at General Assembly, UU congregations across the country are using this framework and Wave Cohort practice. We are all reckoning with the context we're living in and what we, as Unitarian Universalists, should be doing to respond. Wave Cohorts are a tool to help us build skills to do that collaboratively and strategically. We're going to watch a short five-minute video for a little bit more framing to get us started, and then we'll go through today's agenda.</i></p>	<p>As with all gatherings, please think ahead about accessibility for all participants whether in-person or online.</p> <p>Find or write a short chalice lighting, and attribute the author while reading.</p>

	<p>Play Meet the Moment Intro Video featuring Rev. Ashley Horan, UUA Vice President for Programs & Ministries (running time: 4m49s)</p> <p>Facilitator says:</p> <p><i>So this is the work! Today, we're going to get a taste of the first phase of the Meet the Moment framework and an embodied experience of shared discernment through the Wave Cohort process. Our work today is going to focus on three grounding questions. Those are: 1.) What is the moment we are in? 2.) What are the most urgent needs and important opportunities of this moment? and 3.) How are our UU values calling us to respond to this moment?</i></p> <p><i>In each section, we'll watch a video that features the voices of leaders from across Unitarian Universalism digging into each question for the faith on the broadest level. Then, we'll have time in either large groups or breakouts to grapple with each question for our own congregation/context. We'll take a short break in the middle, and at the end we'll offer gratitudes and move back into the larger GA Meet the Moment programming together.</i></p>	<p>https://vimeo.com/manage/videos/1090949934</p> <p>This video has embedded captions for accessibility; transcript available at above link.</p> <p>Prior to session, write out agenda [SEE APPENDIX 1] on a large sheet of butcher or flipchart paper and post visibly at the front of the space</p>
<p>0:15 - 0:30 (15 min)</p>	<p>Video :: Defining the Moment</p> <p>Facilitator says:</p> <p><i>So let's get into it! As Rev. Ashley said in the introductory video, the context has shifted for our entire faith – we're all facing some similar political, religious, and congregational issues. At the same time, we don't necessarily agree about what's happening around us and why –</i></p>	

not even within our own congregations, and certainly not across all of our one thousand UU congregations in the Association!

So we are going to begin by building some shared understanding and analysis. The first grounding question for us is: “What is the moment that we are in?” That sounds simple, but I would bet that our various ages, roles, cultural backgrounds, experiences, and identities mean that we have a variety of perspectives about what’s happening around us right now. We hope that collectively, there will be enough agreement among us that we can lift up some defining characteristics of this moment.

We’re going to start with some really big-picture perspective on this question. In a minute, I’m going to play a longer video – about 13 minutes – in which a wide range of Unitarian Universalist leaders share their own perspectives answering the question, “What is the moment we are in?” for the faith as a whole. As you listen, I invite you to note where you feel like the things the speakers are lifting up really resonate with your experience in our own congregation, and where you don’t think what they are saying is as applicable to us. Here we go:

Play “Defining the Moment” video (runtime: 12m45s)

<https://vimeo.com/manage/videos/1091932638>

This video has embedded captions for accessibility; transcript available at above link.

While the video is playing, post/uncover your large sheet of paper that has three concentric circles

		drawn on it as large as possible [see APPENDIX 1].
<p>0:30 - 0:45 (15 min)</p>	<p>Large group activity :: What is the Moment We Are In?</p> <p>Facilitator says:</p> <p><i>So these folks in the video were talking about the moment we are in as Unitarian Universalists, and of course our congregation is a part of that broader context. We could also spend quite a bit of time talking about the moment we're in nationally and globally, and all of those are layers to our context. But we're going to spend a few minutes thinking about our own local context, starting with this moment for [your city/town/community], then for our close neighbors and partners, and finally for this congregation itself.</i></p> <p><i>We're going to do three quick 2-minute reflections where you're going to jot down your answers – writing one answer per post-it note. Please use your very clearest handwriting, as someone else is going to have to read these out loud! For the first round, I'm going to give you 2 minutes to reflect on the question, "What's the moment we are in for [name of your city/town]?" Think about what's happening in local politics; economic or social or trends; major events that have happened or will be happening; etc. Write your various answers down on the [color #1] post-its, one answer per post-it.</i></p>	<p>If you have a larger group, you may choose to limit people to giving a smaller number of answers to each question and a limited number of post-it notes each, instead of as many as they can think of. For example, you might say folks can write three or five post-its each per question, so the reporting out and reading all the answers out loud doesn't take so long.</p>

The facilitator times two minutes of silence, then asks everyone to gather their table's/row's/group's post-its into a single pile.

Facilitator then says:

Now, I want you to think about our closest partners and neighbors. For example, [list major multifaith relationships, non-profit orgs with whom you have a relationship of funding/service/collaboration, coalition partners, organizing networks, other UU orgs and local congregations, etc].

What is the moment for them? Think about major events, campaigns, happenings, shared goals and projects that are a high priority among these groups. You'll have another two minutes of silence to jot down as many answers as possible, this time using the [color #2 post-its], one answer per post-it note.

The facilitator again times two minutes of silence, then invites people to assemble their post-its into a single pile.

Finally, think about our congregation itself – our members and friends, our children and youth, leaders on the board and other groups, our staff. What is the moment we are in, nested in the context of those other levels we've already talked about? Think about governance projects and priorities, building and maintenance needs, major programs and commitments, trends in membership, financial realities, lay leadership needs, ministerial and staffing context, spiritual needs of members of all ages. Once again, you'll

	<p><i>have two minutes to reflect and jot down your answers on the [color #3] post-its, one answer per post-it note.</i></p> <p>The facilitator again times two minutes of silence, invites people to assemble their post-its into a single pile, and then collects all three colors of post-its in separate piles. Starting with color #1 post-its, read each post-it aloud and place it in the outermost concentric circle. Then proceed with color #2 in the second circle, and finally color #3 in the center circle.</p>	<p>You may want volunteers to help you with this [e.g., Volunteer 1 collects color #1 post-its, etc.] Have volunteers bring post-its forward and – starting with Volunteer #1, invite them to read all their post-its in the corresponding ring of the concentric circle.</p> <p>Color #1 = city/town/community = outermost ring</p> <p>Color #2 = neighbors/partners = middle ring</p> <p>Color #3 = congregation = center circle</p>
<p>0:45 - 1:00 (15 min)</p>	<p>Large Group Debrief</p> <ul style="list-style-type: none"> • Process & temperature check: how much alignment was in the room about the moment you are in? Were there particular points of divergence or conflict about our analysis or experiences? If so, how can we reflect on why we don't share a common understanding about what's happening? What about our identities and social locations, roles in the community and within the congregation, 	<p>Note: you won't have time for more than a few of these debrief questions; plan ahead of time for which questions in particular you want to ask this group, given your goals and audience.</p> <p>You might consider asking a scribe to take notes to capture people's thoughts and points that you want to follow up about later.</p>

	<p>professional and personal backgrounds, etc. may be contributing to our diverging analyses?</p> <ul style="list-style-type: none"> • What patterns do you notice? What is missing? Do you think if we did this same exercise with various groups or specific teams within the congregation [the Board / the whole congregation / the staff / specific committees] we would get similar answers and perspectives? • Do you think our closest community partners would share our analysis about the moment we're in? Where might their answers diverge, and where would they be the same – and why? Anything we want to add after thinking about partner realities and responses? • Do you think our neighborhood/town/city generally shares this analysis, or are we a minority? Are there folks with whom we share common understanding about the moment we're in with whom we are NOT already in relationship – or at least conversation? How does our agreement (or lack thereof) with our community shape the context we're navigating and how we move in it? 	
<p>1:00 - 1:20 (20 min)</p>	<p>Transition into Question 2 + Video 2 :: Needs & Opportunities</p> <p>The facilitator says:</p> <p><i>Now that we share some common analysis about the defining characteristics of the moment we're in for ourselves and our community, we can begin to identify both the most urgent needs and the most important opportunities that arise within that context.</i></p>	

	<p><i>We're going to watch a second video now, again featuring an array of UU leaders from across the Association. As you watch, I invite you to listen for which of the urgent needs and important opportunities named by the speakers are relevant to our congregation, too.</i></p> <p>Play "Needs & Opportunities" video (runtime: 15m08s)</p>	<p>https://vimeo.com/manage/videos/1092001641</p> <p>This video has embedded captions for accessibility; transcript available at above link.</p>
<p>1:20 - 1:45 (25 min)</p>	<p>When video is finished, the facilitator says:</p> <p><i>You're going to have 20 minutes now to break into small groups and engage this second grounding question: "What are the most urgent needs and important opportunities for this congregation?" As you discuss, make sure you keep the context pieces we discussed during the first question in mind – the political moment, the national religious and UU moment, as well as the moment for [our town/city] and our closest partners AND for ourselves. Within that context, what are the most urgent needs AND the unique, important opportunities of this particular moment for this congregation? Try to think about needs and opportunities within the next 1-3 years.</i></p> <p>Explain [whatever breakout system you're using, and where people should go to be with their group]. Then say:</p> <p><i>As you discuss, please choose someone in the group to take notes and report out for your team. I'll help you keep track of time as we</i></p>	<p>Depending on the makeup of participants and what your goals are for this session, consider various kinds of breakouts:</p> <ul style="list-style-type: none"> • Mixed groups with representation from a variety of groups and committees; encourages perspectives from across the congregational system • Groupings by role/group (e.g., Worship Associates, Board, Religious Education, etc.); allows for the beginning of deeper work to be done by these groups on their own over

	<p><i>go. After 20 minutes of small group conversation, we'll take a brief 10 minute break before coming back to the big group for report-backs.</i></p> <p>Time 20 minutes; give warnings at 10, 5, and 2 minutes remaining, then announce the break and tell folks when they need to be back.</p>	<p>the coming time</p> <ul style="list-style-type: none"> By length of tenure in the congregation (e.g., 20+ years, 10-20 years, 3-10 years, 0-3 years); invites insight from both experienced veterans and newcomers with fresh eyes and outside perspective
<p>1:45 - 1:55 (10 min)</p>	<p>Break</p>	<p>Make sure everyone takes their break when the time is done. If there are any issues that need to be addressed, take the time to check in with individuals as needed.</p> <p>As everyone is on break, hang a large sheet of paper at the front of the room and divide it into two columns labeled "Needs" and "Opportunities" [See APPENDIX 1].</p> <p>Give people a 5 minute warning, and then gently start calling people back to the space when there is about one minute left.</p>
<p>1:55 - 2:10 (10 min)</p>	<p>Report-backs</p> <p>The facilitator says:</p>	<p>Start with one group, and move quickly around the room getting one word or phrase per group. Scribe</p>

	<p><i>Welcome back! For our report-back, we're going to do round robin style – the first group will call out ONE need or opportunity that you surfaced during your conversation, and [scribe] will write in the corresponding column. Then group two will call out a different need or opportunity, and we'll keep going around until we've recorded everything in a big long list. If another group says it first, no need to repeat! And please keep your answers to a word or a phrase – this is a lightning round. Group 1?</i></p>	<p>should sort them as you go into “Opportunities” and “Needs” columns. [See APPENDIX 1]</p> <p>Make sure people are using just a word or short phrase – if needed, remind folks to give very brief answers so you can keep the pace going quickly around the room.</p>
<p>2:10 - 2:30 (20 min)</p>	<p>Transition into Question 3 + Video 3 :: Values-Aligned Responses</p> <p>The facilitator says:</p> <p><i>As we can see, there are a huge number of both needs and opportunities facing our congregation right now. And, we all know that we are going to have to do some triaging to figure out which of these needs and opportunities we can and should actually address. There are lots of ways to evaluate and prioritize – we have to consider our human, financial, and infrastructural resources; the potential risks and benefits of acting – or not acting – on each of these things; whether we have the skills to address each thing well; whether we have the buy-in to commit and follow through; and whether each of these various things is really ours to do, or whether another organization or group is better poised to take the lead.</i></p> <p><i>But before we even get to those considerations, we are going to begin by looking at each of these needs and opportunities and asking, “Is this in line with our shared values?” If the answer is “no,”</i></p>	

	<p><i>then we don't need to go any further. As Unitarian Universalists and as members of this congregation, we are held together not by shared beliefs, necessarily, but by the values that we hold in common – and those values serve as the foundational framework we use to discern how we're called to act and move in the world as religious people in covenantal community.</i></p> <p><i>So with our understanding of the moment we're in, and the needs and opportunities that this moment is creating, now we are going to engage a third grounding question: "How are our UU values calling us to respond to this moment?"</i></p> <p><i>We're going to watch this final video now, and hear from these UU leaders about their perspectives on this question for the faith as a whole. Then, we'll spend some time talking about our congregation's values, and what they are calling us, specifically, to do.</i></p> <p><i>This video is about 12 minutes long. As you watch, I invite you to listen especially for the specific values the contributors name, as well as the concrete things the contributors lift up as actions our values are calling us to take.</i></p> <p>Play "Values-Aligned Responses" video (runtime: 12m 12s)</p>	<p>https://vimeo.com/manage/videos/1091949343</p> <p>This video has embedded captions for accessibility; transcript available at above link.</p>
<p>2:30 - 2:50 (20 min)</p>	<p>Large Group Practice :: Values-Based Discernment</p>	

	<p>The facilitator says:</p> <p><i>Okay – let’s take a minute and list some of the values you heard the folks in the video name. Let’s do a lightning round, popcorn-style.</i></p> <p>Facilitator spends 1-2 minutes letting participants generate a list of values named in the video; scribe records on a large sheet of paper.</p> <p>Facilitator says:</p> <p><i>Wonderful. What other values would you say are core to Unitarian Universalism broadly, and to this congregation specifically?</i></p> <p>If people struggle to generate more values, invite them to think about:</p> <ul style="list-style-type: none"> ● UU Shared Values (Article II/JETPIG) ● Your congregation’s covenant, mission statement, goals & ends, or other foundational documents ● 7 Principles and/or other historical covenants (e.g., Blake Covenant) <p>Scribe should record all values on your paper at the front of the room.</p> <p>Facilitator says:</p> <p><i>If we had more time, we’d have a conversation about which of these values we would rank as our CORE values in this congregation – but for today, we’re going use the six that are included in our newly-articulated UUA Shared Values to workshop what it looks like to use those values as a lens for decision making and discernment.</i></p>	<p>For accessibility, make sure to repeat values back to the room using a microphone, if available.</p> <p>Place the paper with the list of urgent needs and important opportunities next to your sheet with the UU Shared Values on it.</p>
--	--	--

We've identified a big list of needs and opportunities for our congregation, and while they are all worthwhile, we will need to make decisions about which ones we can and should focus on in this moment. To practice this, I'm going to have you turn to a partner and ask you to spend 10 minutes talking together about which of these urgent needs and important opportunities rise to the top of the list for you as being the MOST in line with our shared UU values. In other words, if we as a congregation hold Interdependence, Equity, Generosity, Justice, Transformation, and Pluralism – with Love at the center – as our guiding values that inform everything we do and every decision we make, which of these needs and opportunities should be our highest priority? Try to identify 2-3 needs or opportunities on your list, and talk specifically about how working on each of those would be an embodiment of one or more of these values.

*For example, you might say something like, "I think our values are calling us to redesign our path to membership. There are so many people in our community who resonate with our values and our work, but I don't know if they see a place for themselves here. We value **diversity** and **pluralism**, and I wonder if the way we welcome new people and teach them about our congregation and UUism could be more welcoming and inclusive to people with a broad range of identities and experiences. I think that would be **transformative** for both our congregation and the folks who find a place here, AND make the experience of **interdependence** more real for everyone."*

	<p><i>You'll have about ten minutes for this partner conversation.</i></p>	<p>Make sure everyone has a partner. Give folks a 5-minute and 1-minute warning.</p>
<p>2:50 - 3:00 (10 min)</p>	<p>Next Steps :: Carrying it Forward + Chalice Extinguishing</p> <p>Facilitator brings the group back together and says:</p> <p><i>How did that go? Any quick observations about what that experience was like for you?</i></p> <p>Facilitator takes 2-3 comments from participants and says:</p> <p><i>It's clear that we could make a case for our values calling us to engage with any number of these needs and opportunities. So if our goal were deciding on three main projects or areas of work for our congregation, for example, we would still have to ask another layer of questions before choosing. We'd want to talk about what we are especially equipped to do, given our skills and resources; the kind of impact we think we could make and the level of risk we are able to take on; how these things fit into the broader mission and priorities and ongoing commitments of our congregation.</i></p> <p><i>But our goal today in this Wave Cohort has been using this framework to develop some shared understanding about the moment we're in as a congregation, the urgent needs and important opportunities we're facing, and how our shared values compel us to act in that context. By doing this work collaboratively, we build a shared musculature for discernment and action that will help us to align our energy and our resources, as well as to be as impactful and grounded as possible in the midst of everything that's happening. Many other UU congregations across the country are also engaging this framework, which means we're growing these muscles together</i></p>	

not just in this congregation, not just at this General Assembly, but across faith.

Today was just the beginning of this work for us. But we're being invited – and we're inviting you – to continue engaging in a multitude of ways.

The facilitator shares how your congregation specifically is planning to engage the various Meet the Moment activities and opportunities in the coming year.

Facilitator says:

Also keep in mind that this Meet the Moment Wave Cohort process we went through today is just the beginning – we really focused on exploring the question, “What should we do?” Future phases of this work focus on strategy planning, answering the question, “How should we do it?” and action accompanied by evaluation and assessment, asking, “How’s it going and what are we learning?”

Remember, if you're interested in learning more about Meet the Moment and how the UUA and congregations all over the country are engaging this process, there are a lot of resources at uua.org/MeetTheMoment – including the videos we watched today, and information about opportunities to participate in longer Wave Cohorts that bring together UUs from across the faith to bring a shared focus on a variety of topics that are facing all our UU congregations. Joining a longer Wave Cohort is a great way to get connected to UUs in other places and different kinds of contexts to hear about what others are doing and to think about the future of the faith together, so we're not just reinventing the wheel on our own. Check them out!

As we close, we want to thank all of you for engaging this Wave

See APPENDIX 2, “Next Steps.” Before leading this workshop, have a conversation with key leadership (Board, clergy, key staff and lay leaders) to decide which next steps are right for you and your congregation.

Cohort process, and for diving in together to talk about how our congregation is going to meet this moment. Our closing words were written by a Catholic priest, Father Ken Untener, in 1979 – and while you might need to do a little bit of theological translation for yourself, I invite you to soak in the spirit of this poem. It's called "A Step Along the Way:"

It helps, now and then, to step back and take a long view.

The kingdom is not only beyond our efforts, it is even beyond our vision.

We accomplish in our lifetime only a tiny fraction of the magnificent enterprise that is God's work. Nothing we do is complete, which is a way of saying that the Kingdom always lies beyond us.

*No statement says all that could be said.
No prayer fully expresses our faith.
No confession brings perfection.
No pastoral visit brings wholeness.
No program accomplishes the Church's mission.
No set of goals and objectives includes everything.*

This is what we are about:

*We plant the seeds that one day will grow.
We water seeds already planted, knowing that they hold future promise.
We lay foundations that will need further development.
We provide yeast that produces far beyond our capabilities.*

We cannot do everything, and there is a sense of liberation in

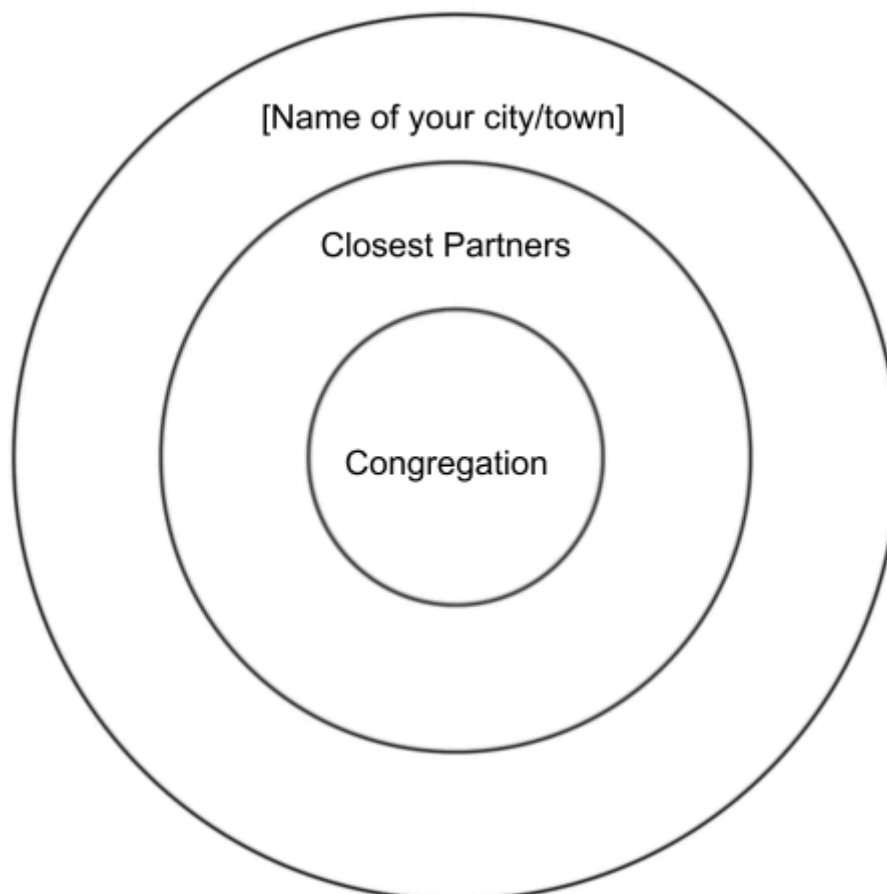
	<p><i>realizing that.</i> <i>This enables us to do something, and to do it very well.</i> <i>It may be incomplete, but it is a beginning, a step along the way, an opportunity for the Lord's grace to enter and do the rest.</i></p> <p><i>We may never see the end results, but that is the difference between the master builder and the worker.</i> <i>We are workers, not master builders; ministers, not messiahs.</i> <i>We are prophets of a future not our own.</i></p> <p>The facilitator extinguishes the chalice and reminds folks to return for the Meet the Moment closing session later in the day.</p>	
--	--	--

APPENDIX 1: Visuals to create before your session

Sheet 1: Agenda

- What is the moment we're in?
 - Video
 - Large group activity
 - Debrief
- What are the most urgent needs and important opportunities of this moment?
 - Video
 - BREAK!
 - Breakout groups
 - Reporting back
- How are our shared UU values calling us to respond to this moment?
 - Video
 - Large group activity
- Looking ahead
- Closing

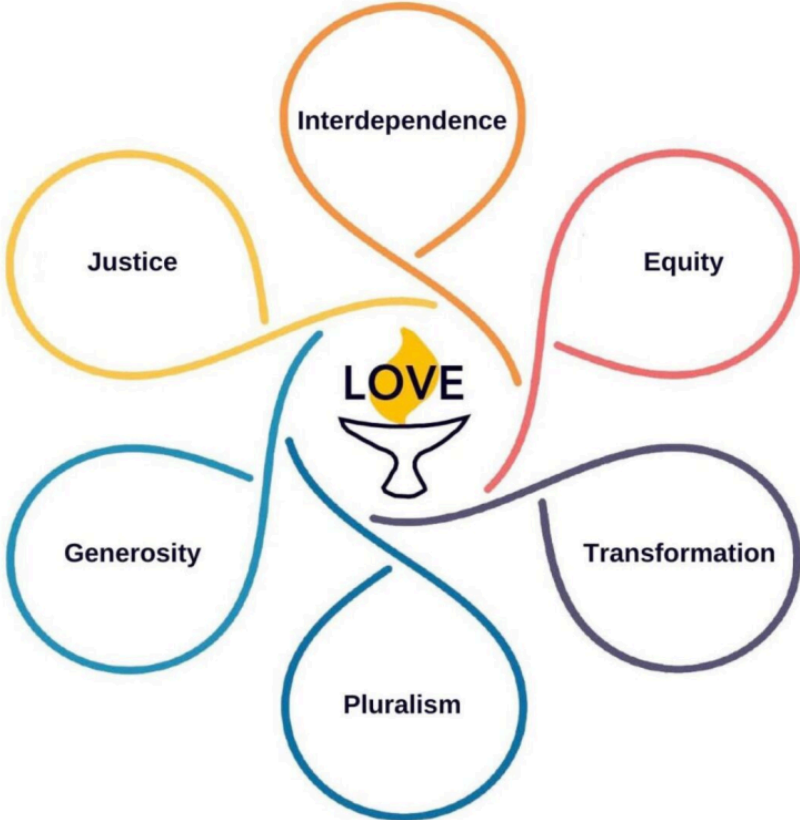
Sheet 2: What is the moment we're in?



Sheet 3: Urgent Needs & Important Opportunities

NEEDS	OPPORTUNITIES

Sheet 4: Shared UU Values



APPENDIX 2: Next Steps for “Meet the Moment” Engagement

Meet the Moment is essentially a praxis framework – a set of tools for supporting congregations and leaders in engaging cycles of learning, reflection, and action related to a range of issues within the congregation and across Unitarian Universalism. This Wave Cohort process serves as an in-depth introduction to the Meet the Moment framework, and is intended to be an entry point, and a tool for discernment, but not a final destination. Our hope is that Unitarian Universalists will engage in iterative work over months and years that will support deepening our impact, innovating new structures and practices that are designed to embody the long-standing values at the heart of our faith in ways that are accessible and relevant to the ever-shifting context we are navigating. Over time, the UUA will be publishing additional Meet the Moment resources for strategy planning, experimentation and innovation, and assessment and evaluation – the next phases of this cycle of praxis.

How you choose to engage the Meet the Moment framework, including the grounding questions that are at the heart of this Wave Cohort, will depend on your own context. This Appendix contains several ideas about ways you might invite your congregation – and various sub-groups and constituencies within it – to go deeper with this framework after this workshop.

- Plan a series of gatherings with a wider swath of leaders and congregants from your congregation to engage with the more in depth, [three 90 minute sessions version of the Meet the Moment Wave Cohort process](#).
- Individuals or teams of leaders from your congregation can connect with other UUs from across the Association and use the Meet the Moment process to go deeper on a specific topic by signing up to participate in one of our longer [Wave Cohorts](#).
- Collect data from your congregation/ministry team/community that will also help you get clear on the specifics of the Moment that you’re in and its needs and opportunities.
- Invite your community partners to have a conversation with you along these lines, using either this Meet the Moment Wave Cohort process or the [three-session version](#).
- If your congregation hasn’t engaged with the new articulation of our UU Shared Values yet, consider offering [opportunities to explore them!](#)
- Print the three grounding questions from this Wave Cohort on any agenda you’re making for a group or as a part of a committee meeting and use them to guide your conversation. Consider how you can collectively flex your muscles for doing this kind of shared discernment more regularly.
- Use the three grounding questions to frame your next congregational survey or evaluation.
- Think about what comes next for the ideas and information generated in this workshop. How can you communicate both this process and also some of your preliminary conclusions out to others who were not present for this Wave Cohort?