

UUA Board of Trustees
Draft Revised Ends Statements
Discussion Document
January, 2013

At the January 2013 meeting of the UUA Board of Trustees, we will finalize a draft of revised Ends statements, including lower level ends. This draft will be used in linkage conversations between the end of January and the end of April, gaining feedback on the Ends statements that we have drafted. We will consider the feedback and finalize our new Ends statements in time to adopt the new ends at the June pre-GA meeting.

Our plan when we left the October meeting was for the Governance Working Group to receive the draft lower level ends statements and then edit them so that we had a single coherent document. When the Governance Working Group received the draft lower level ends that the four drafting teams had created we worked with Sue Radwan to review the work that had been done. Overall there were three major themes in the assessment from Sue and the GWG:

- Some of the statements were descriptions of means rather than statements of ends.*
- Some of the statements of ends were incomplete – they did not answer the question “to what purpose.”*
- There was some overlap and inconsistency in the statements from the various groups.*

Correcting all of these was a larger and more significant re-write than the GWG felt was appropriate for us to take on. Instead, in this document we will present the information needed to assure that we can work effectively at our January meeting to re-work the lower level ends draft together as a Board.

In draft of the Ends Statement below we show the lower level ends statements drafted by each team. In each case, these are followed by the comments from Sue and the Governance Working Group. Finally, for each section we have presented an example of a re-written lower level ends statement that addresses the concerns raised. These are examples, and we will have time while we are together in Philadelphia for the Board to work re-drafting the statements in a way that has more engagement and buy in than we could achieve with the GWG doing it alone.

In addition to the edits to the draft lower level ends statements, we have also included a proposal for language to address the issue of “at what cost”. This is included at the end of the global ends statement and is shown in italics. We will also have time during our time together on in Philadelphia to either agree on this language or some other statement addressing “at what cost.” We do not plan to revisit the global ends statement in January other than to address this issue.

Draft Lower Level Ends Statements Feedback and Examples

The UUA exists to create a healthy network of covenanted Unitarian Universalist congregations and communities, in accountable relationships and alive with transforming power *at a justifiable financial cost that does not undermine long term sustainability.*

The UUA will devote its resources to

1. Serve the needs of member congregations such that

Text provided by the drafting group:

- a. Congregations have resources necessary to conduct their ministry to their members and to address justice issues in the world.
- b. Congregations participate in covenanted networks of UU communities that enable them to achieve their missions, to have strong institutions, and to spread awareness of Unitarian Universalist ideals and principles.
- c. Congregations provide programs for spiritual and religious exploration by their members, especially addressing the needs and interests of youth, young adults, persons of color, and the legally, politically, and economically disenfranchised.

Comments from Sue Radwan & the Governance Working Group

- For item 1(a), is it really enough that resources are available, or must they be used (implying that they are valuable)? 1(b) & 1(c) describe means to something. What is the impact that these statements would result in?
- Item 1(c) is written in more detail than a similar concept in the draft for lower level ends (2). We suggest more general language consistent with what the group working on organizing new congregations proposed.

Illustrative changes suggested from the Governance Working Group

- a. Congregations use UUA resources to enhance their ministry to their members and to address justice issues in the world.
- b. Through their participation in covenanted networks of UU communities, congregations are better able to achieve their missions and to spread awareness of Unitarian Universalist ideals and principles.
- c. Congregations are intentionally inclusive, multi-generational and multi-cultural.

2. Organize new congregations, creating

Text provided by the drafting group:

- a. Net increase in multi-generational, multi-cultural, mutually-covenanted member congregations in powerful mission to, and with, under-served and un-served communities.
- b. Generations of inspired religious leaders equipped to effectively start and sustain new covenanted communities

Comments from Sue Radwan & the Governance Working Group

It is unclear that item 2(b) is needed when we also have the lower level ends statements around extending and strengthening UU Institutions. Or are “generations of inspired religious leaders” a resource that belongs as a lower level end in item 1?

Is the end 2(a) simply the following?

Net increase in congregations, in powerful mission to, and with, under-served and un-served communities

Is the remaining detail in 2(a) covered by the lower level statement 1(c)?

3. Extend and strengthen UU Institutions so that

From the drafting group:

The Association advances Unitarian Universalism through collaborative partnerships that extend and strengthen Unitarian Universalist institutions.

Comments from Sue Radwan & the Governance Working Group:

To what end?

Illustrative changes suggested from the Governance Working Group

UU institutions are healthy and vital partners working to advance Unitarian Universalist principles.

4. Implement UU principles such that

From the drafting group

The network of covenanted congregations and communities bring UU principles to bear on the moral issues of our time, achieving a greater impact in the public arena than they could as individual congregations or communities.

Comments from Sue Radwan and the GWG

This is about what the association does – but to what end?

Illustrative changes suggested from the Governance Working Group

The network of covenanted congregations achieves a greater impact than they could as isolated congregations or communities, making our local communities and the world more loving, just and peaceful.