

Remediation Report
Submitted to the UUA Board of Trustees on March 20, 2013

This remediation reports describes what is being done to bring the administration into compliance with the Global Ends.

Metrics for ensuring progress towards ends will be included in the next submission of the monitoring report due to the board December 20, 2013.

1. Learn and practice empowered generosity

We report non-compliance. With regard to policy 1.0.1.C, our plan to come into compliance is as follows:

- The Office of Congregational Stewardship offered three stewardship workshops in 2012. 135 congregational leaders participated while 89 leaders participated in two webinars. These were led by Wayne Clark.
- A total of 45 congregation received stewardship guidance from one of nine consultants.
- FORTH is a social networking program to help congregations grow year-round culture of spiritual generosity. More than 600 congregational leaders are participating in the program and there are more than 70 Partner Congregations.
- The UUA Staff is developing a congregational stewardship network. This will include ten stewardship consultants and ten stewardship conveners, two consultants and two conveners for each region. The goal is to instill a culture of spiritual generosity among small communities of learning.

2. Become intentionally multicultural

We report non-compliance. With regard to policy 1.0.1.2.B, our plan to come into compliance is as follows:

- Multicultural Ministries supports congregations' capacity to do effective social justice and social change ministry by developing their intercultural competencies, multicultural ministries, and cross-cultural leadership.
- Multicultural Ministries does this through curriculum, webinars, consultants and conferences. Through these educational materials they provide guidance in building intentionally multicultural community and ministries.
- This year saw the development of the Multicultural Leadership Institute, a collaborative learning initiative to support UU leaders in building a Beloved Community that is inclusive of multiple identities, multigenerational and

justice-centered. The Institute took place in February 2012 at All Souls in Washington DC. More than 100 UU professionals and lay leaders participated, representing 11 congregations. The next Institute will be at All Souls in Tulsa OK.

3. Embrace and struggle with issues of oppression and privilege

We report non-compliance. With regard to policy 1.0.1.2.C, our plan to come into compliance is as follows:

- Witness Ministries engages congregations and individuals both on the ground and online, around witness, advocacy, and social action in relationship with oppressed and marginalized communities that are most directly affected by injustice.
- One of the most tangible ways in which this is done is through the Standing on the Side of Love public witness campaign. It has over 33,000 followers on Facebook and can be as high as 80,000 viewers of the page during high-involvement periods.
- The major initiative that has been started is “Restoring Trust”. This is in conjunction with Interfaith Immigration Coalition in order to mitigate the worst effects of ICE ACCESS. We created toolkit and webinars for congregations involved in immigration justice.

4. Are active participants in ministerial preparation and development

We report non-compliance. With regard to policy 1.0.1.2.F, our plan to come into compliance is as follows:

- The Strategic Review of Professional Ministries made recommendations to the Office of Ministries and Faith Development.
- We have been aggressively recruiting leaders through recruitment videos.
- Expanded the transitions system by launching a twice a year process
- Created “developmental ministry” for congregations in discernment around what the next stage of ministry should look like for them.
- Recently completed “Fulfilling the Call” which will provide a framework for congregations and ministers in understanding excellence in ministry.

5. Are growing in membership

We report non-compliance. With regard to policy 1.0.1.2.G, our plan to come into compliance is as follows:

- Created a blog *Growing Unitarian Universalism* as a way for congregations and leaders to share experiences, challenges, and best practices around membership growth. It is linked to the Growing Unitarian Universalism Facebook page which has 1,028 followers.
- Growth Strategies staff work with regional staff to monitor and support approximately 40 emerging congregations as well as several identified “meeting groups.”
- Three Innovative Learning Circles were launched in the fall 2012. The aim of this experiment is to gather our movement’s best, innovative leaders together to spark, inspire, and cross-pollinate each other.
- The Administration has formed a task force of more than twenty volunteer leaders in the field and is working with Growth Strategies staff to review growth material on the UUA website. The goal is to redevelop the website with resources aimed at developing leaders’ capacity for adaptive thinking, illustrations of peer learning among congregations, measurement and evaluation tools, and more technically-oriented tools.

6. Are living their missions in their communities

We report non-compliance. With regard to policy 1.0.1.2.H, our plan to come into compliance is as follows:

- One of part of the Administration’s vision for Unitarian Universalism is “Congregations and Beyond.” The Administration has created a study guide to help congregations think beyond their walls and to consider applying their mission to their communities.
- The Study Guide leads participants to ask the following of themselves:
 - Use consensus to agree upon one action the congregation can take to expand its ministry to those beyond the current congregation. It may be:
 - an action of connecting to another Unitarian Universalist congregation or Unitarian Universalist community (such as a camp and conference center, a campus ministry group, or a district, cluster or region)
 - an action that opens doors to the community (such as sponsoring a community event)
 - a social justice project that brings you into accountable partnership with others in your community.

7. Have a strong, articulated sense of UU community identity

We report non-compliance. With regard to policy 1.0.2.A, our plan to come into compliance is as follows:

- The Resource Development Office fosters multicultural, multigenerational congregations and nurtures spiritual, ethical, and faith development in UUs of all ages.
- One of the primary ways Resource Development Office does this is through the *Tapestry of Faith* lifespan curriculum. Examples include “What Moves Us” by Thandeka and “What We Choose” an ethics curriculum by Rev. Amber Beland and Rev. Manish Mishra-Marzetti.
- Resource Development is in the process of revisiting and updating Our Whole Lives sexuality program for grades 7-9. Online we are adding new material and re-visioning the scope of the Worship Web.
- UUA Communications publishes Skinner House and UU World; as well as pamphlets. Some of the highlights include:
 - “War Zone Faith” by George Tyger. This is a meditation manual by a UU army chaplain.
 - “Buddhist Voices in Unitarian Universalism” ed. Wayne Arnason and Sam Trumbore. A series of reflections on the intersection of Buddhism and Unitarian Universalism.
 - UU World’s mission is to build the faith of its readers and act on it in a more effective way in their personal lives, their congregation, their community, and the world. 2012 circulation was up to 127,195.

8. Have high expectations of their members

We report non-compliance. With regard to policy 1.0.2.B, our plan to come into compliance is as follows:

- Our congregational system of polity means that the UUA cannot define membership for congregations directly. However, through programs that provide education and inspiration, the Administration can help congregations reflect on the meaning of membership and aspire to high expectations.
- “Gathered Here” was a joint initiative of the UUA Administration and the Board of Trustees to hear directly from Unitarian Universalists their stories of what Unitarian Universalism looks like when it is practiced at its best. Inspired by the core findings from over 2000 interviews, the Administration can create programs that:
 - honor the divine in each person.
 - allow for justice making that is grounded in faith and worship.
 - embrace fellow travelers within and beyond our faith.
 - proactively invite people to share themselves and their gifts.
 - are infused with a strong sense of religious identity and purpose.
 - are mindful of the importance of covenant in building relationships.
 - cross boundaries of geography, race, culture and class.
 - encourage spiritual depth.

9. Are fully participating in Associational life

We report non-compliance. With regard to policy 1.0.2.C, our plan to come into compliance is as follows:

- Information Technology Services are the stewards of the digital resources and the computing infrastructure of the UUA. We foster online communications to spark and sustain connections among stakeholders and seekers.
- Lay leaders in many UU congregations get direct and immediate help via our discussion lists, especially the lists for lay leaders, Religious Education staff, and volunteers.
- General Assembly is the primary way in which most congregations participate in the life of the Association. In 2012 “Justice General Assembly” received overwhelmingly positive response. It was described as a transformative experience by Unitarian Universalists and is providing lessons and inspiration for how to engage Unitarian Universalists in social change work that takes them beyond the walls of their congregations.
- Building on the experience of Justice GA 2012 the GA Planning Committee, the UUA Board of Trustees, and the Administration are planning GA 2013 to be “From Promise to Commitment.” We will gather in Louisville to examine and renew our covenant to our faith, one another, our congregations and our world.

10. Are networking with each other

We report non-compliance. With regard to policy 1.0.2.D, our plan to come into compliance is as follows:

- General Assembly provides a vehicle for congregations to meet and learn from each other in a variety of ways.
- Congregational Mentoring through the “Leap of Faith” program invites congregations into learning communities with larger congregations based on consultation with large and growing churches. The first year we worked with twelve aspiring and mentoring congregations in five learning communities. Each aspiring congregation made a weekend learning journey to their mentoring congregation in addition to regular phone and web contact throughout the year.
- The Northern New England and Pacific Western Regions are preparing to launch regional expressions of Leap of Faith. Congregations will be invited to invest more fully into this new iteration of the program.
- The Leadership Council engaged in developing relationships with congregations that have been identified as aspiring to return to full fair share

status. The Leadership Council contacted the leadership of approximately 100 congregations this past year to thank them and to listen to concerns and follow up as needed.

11. Are moving toward sustainability, wholeness and reconciliation nationally and internationally

We report non-compliance. With regard to policy 1.0.3.1.B, our plan to come into compliance is as follows:

- The International Resource Office provides tools and techniques for congregations involved in international engagement; maintains the UUA's UU and interfaith relationships around the world; and leads collaborative work between independent UU organizations doing international work.
- The International Resource Office runs a blog entitled *Faith Without Borders*. The next version of this blog will launch as part of a collaborative enterprise of the "Coalition of UU Organizations."
- Other programs run by the International Resource Office include UU-UNO which gives UUs a voice at the United Nations and the Holdeen India Program that advances empowerment and promotes equality in India by partnering with human rights and social justice agencies.
- The Unitarian Universalist College of Social Justice has just begun working with the UUA and UUSC to build the capacity for Unitarian Universalists to catalyze for justice in community, through experiential learning. The college is exploring new forms of experiential learning in domestic settings.
- Witness Ministries participates in interfaith and social justice collaborations with organizations and communities that are working for social change and collaboration in the state, local, national, and international spheres.
- The UU Holdeen India Program (UUHIP) will continue to consult and strategize with partners to continue their innovative work for human rights in India, develop targeted relationships with UUA congregations, and develop volunteer opportunities with UUHIP partners through the UUCSJ.

12. Are moving toward sustainability, wholeness and reconciliation with interfaith partners and alliances

We report non-compliance. With regard to policy 1.0.3.1.C, our plan to come into compliance is as follows:

- The leaders of the United Church of Christ (UCC) attended General Assembly in 2012. President Morales will deliver the keynote address at an international and interfaith gathering during the UCC 2013 General Synod. This is the beginning of a partnership across denominational lines.

- Key leaders of the UCC met with members of the Leadership Council this past fall for two full days. The purpose was to imagine joint efforts that would enable common interests to be achieved more broadly and effectively than either organization could achieve alone.
- Witness Ministries participates in interfaith and social justice collaborations with organizations and communities that are working for social change and collaboration in the state, local, national, and international spheres.
- President Morales met recently with Rabbi Rick Jacobs, president of the Union for Reform Judaism. We are beginning to look for joint public witness and social justice opportunities where our combined voices and resources will provide more impact.
- We regularly sign on to letters and amicus briefs on a variety of social justice issues in collaboration with other faith groups.