



# Mission & Aspiration Update

UUA Board Meeting – October 2018

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2018 – Building **relationships**

2019 – Building **systems**



# SHIFTS & STRATEGIES



# How does the UUA impact congregations?

*Change happens locally*

- **Inspiration** – set the frame for challenges and opportunities
- **Modeling** – practicing what we preach, embodied wisdom
- **Resources** – direct services and programs
- **Relationships** – leveraging ongoing relationship between and among the UUA and congregations and their leaders

**Shifts  
happening in  
the UUA**

Away from		Towards
Perfectionism, either/or thinking, worship of the written word	→	Healing, resilience, creativity
Paternalism, individualism	→	Power sharing and authorization
Centralization, one-size-fits-all	→	New models, radical imagination
Disposability culture	→	Investing in leadership at the margins
Conflict avoidance, defensiveness	→	Truth telling, transparency
Transactionality, quantity over quality	→	Relationality



# MISSION PRIORITIES

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# About the UUA's mission

Where did the UUA's mission come from?

- UUA Global Ends
- Bylaws (Section C-2.2 Purposes)
- Framed by UUA President

What does the mission affect?

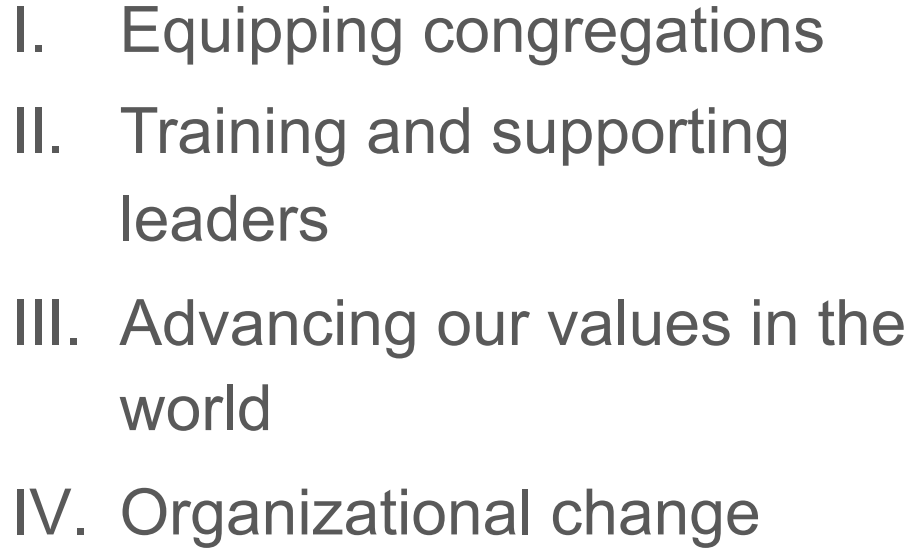
- Key decision making and resources
- Major Association-wide initiatives



# UUA Global Ends

*Global End 1.0 - A healthy Unitarian Universalist community that is alive with transforming power, moving our communities and the world toward more love, justice, and peace in a manner which assures institutional sustainability.*







# I. Equipping Congregations

- a) Develop an aligned system of supports for congregations to dismantle white supremacy in their own contexts
- b) Build the UUA's relationship with congregations through regions, and the core work of **coaching, companioning, connecting and challenging** congregations (4Cs) and the new Annual Program Fund formula rollout



## ***Build UUA relationship with congregations***

ENDS: 1.1, 1.2

METRICS: APF Attainment, GA participation, Support of congregations survey responses

- What can congregations expect from the UUA?
  - Specific core resources (e.g. Health Plan)
  - Four core areas: coaching, connecting, companioning, challenging
- APF Transition
  - Currently in New England, Central East, Southern; 2019-20 in Pacific West and MidAmerica



## II. Training and Supporting Leaders

- a) Direct support for religious professionals of color and those from other marginalized identities
- b) Engage with systems of search, settlement conflict transformation and departure for religious professionals overall to create a more just, transparent and anti-oppressive process



# ***Support religious professionals with marginalized identities***

ENDS: 1.1, 1.3

METRICS: Religious professional diversity, reported conflicts

- Revamped, targeted start-up workshops for new ministries
- Identifying and defining data system for tracking religious professionals with marginalized identities
- UUA staff training and partnership (TBD: use of volunteers, adjuncts or “rapid response team”)
- Direct support (retreats, trainings, trauma response, grants)



### III. Advancing Our Values

- a) Implement new prophetic public ministry strategy in close partnership with front-line activists, and promote healthy justice practices and advance intersectional priorities.
- b) Develop cross-department strategy for creating engaging, multimedia content to advance UU values



# *Prophetic public ministry strategy*

ENDS: 1.4

METRICS: Partner group assessment, growing UU engagement

- Key intersectional priorities
  - Criminalization and racial justice
  - Climate justice and indigenous sovereignty
  - Gender-based and LGBTQ equity
  - Engagement with the 2018 election cycle
- Responsiveness in organizing and communications
- Promoting effective and ethical justice work
- Developing an “organizing team” on UUA staff





## IV. Organizational Change

- Empower the Organizational Change Design Team
- Collaborate with the UUA Board of Trustees on mission and vision conversations with leaders at all levels
- Support the UUA Commission on Institutional Change
- Financial commitment (\$5.3 m) to Black Lives of UU





## *Organizational Change Design Team*

ENDS: 1.0

METRICS: Staff diversity, staff culture assessment

- Charge to the team (opening retreat Oct 16-17):
  - Dismantling white supremacy in workplace culture
  - Ensuring UUA staff have the skills they need
  - Stories and experiences are communicated internally and externally
- Members: Taquiena Boston (convener), Anna Bethea, Jennica Davis-Hockett, Sharon Ditmar, Alicia Forde, Rosemary Ouellet, Sunshine Wolfe



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