

UUA THEORY OF CHANGE – FEBRUARY, 2020

WHAT GETS US THERE?

Living our principals, values and covenant within and beyond the walls of the church including supporting our own congregants in need.	Beacon of hope, and economic, social, environmental and racial justice leaders in the Ann Arbor community	Staff, ministers, lay leaders and congregants of many ages and talents taking our ideals into the larger world	UUA is a multigenerational, culturally, racially and demographically diverse beloved community, focused on dismantling white supremacy, rooted in collective liberation, where everyone has a place and accessibility of all types is centered	Exemplary UUA congregation and denominational leader living, leading and inspiring UUA principles with impactful leadership at all levels	Future, current and historical perspectives, beliefs and faiths that are rooted in love and care as values	Participatory, democratic and transparent governance, with ongoing feedback mechanisms and with venues for idea sharing, learning, discussion, and decision making around the big and small challenges and opportunities facing the congregation
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UUA COMMUNITY ENGAGEMENT

Environmental and Climate Justice	Supporting people with critical needs, such as people who are hungry and the homeless	Anti-racism work and active support of communities of color including migrant/refugee, criminal, housing and climate justice	Connections to local and regional faith institutions and interfaith roundtable, both clergy and members	Connections and collaborations with non-profits, businesses, governments & other institutions in Washtenaw County and across southern Michigan.	Exemplary UU congregation connected to and impacting UU congregations across Southern Michigan, the MidAmerica Region, the UUA nationally, and partner churches	UUA is a hub and community center 24/7/365	College student and campus outreach and ministry with regional colleges.
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UUA INSIDE THE CONGREGATION:

Build beloved community inside and outside, by being an emotional and physical sanctuary, by providing pastoral and elder care, and by being open and welcoming to new and old members alike.	Justice begins at home. What we do externally we practice internally: Collective Liberation/ Anti-Oppression: Anti-racism/ dismantling white supremacy; LGBTQ rights, especially gender non-conforming and trans justice; Environmental and climate justice, organic garden, etc. We are active and engaged, including and beyond study groups and lectures.	Diverse and varied styles of services, sermons and music that reflect the membership now and where the congregation hopes to be in 20 years: Thoughtful and heartfelt; early and late; virtual and in person; meaningful rituals and academic; active, challenging and reflective.	Deepen and develop strategies and programs to create a diverse congregation that mirrors Washtenaw County's demographics.	Opportunities for connection and relationship-building through small groups, worship, SGD and social events.	Active outreach and communications efforts to raise our profile, grow and attract younger and more racially and ethnically diverse membership
Decentralized, shared, transparent and impactful leadership and decision making at all levels. Leadership is diverse, includes youth and young adults, and we provide training and support for consensus decision making and conflict management.	We have an attitude of abundance: Our size, talent, dedication, wealth, land and buildings are our resources, and we pursue traditional and creative funding sources for financial stability and congregational wellbeing.	We offer opportunities all week long and at different times of day for learning across generations and interests: Adult SGD, children's SGD, OWL for all ages, cons/lock-ins, and different groups, such as 20s and 30s group, that connect to our principles and justice work.	Integrate youth and young adults into all aspects of congregational life, from boards to committees & projects, while offering overt mentorship & intergenerational connections, including campus ministries at UM & other area colleges and universities.	Accessible and virtual opportunities to experience worship, SGD, social justice efforts and other programming	

HOW? WHAT SHOULD BE OUR KEY ACTIVITIES BASED ON OUR STRENGTHS, CHALLENGES OR WHAT WE NEED TO CHANGE?

Lay led services that meet the needs of the whole congregation	Building and Land additions: Larger social hall, balcony, enlarge choir loft, retreat center on property, commercial kitchen, etc.	Small and large group programming: Lecture series, events, classes, services and activities- focused on covenant, conflict resolution, proud history of UUA & UUA, promoting UU principles and values for congregation and to bring in community members	Maintain a diverse, fair-compensated staff, including a full-time social and environmental justice coordinator	Music, poetry, readings, lock-ins, and other cultural, social and family friendly events, with food	Outreach in partnership with other churches, online, in campus publications, and other mechanisms	Green as possible, coordinated climate action efforts with partners, energy independent, experimental organic agriculture, Tesla chargers, etc.
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HOW DO WE MAKE CHANGE AND HOW ARE WE BEST POSITIONED TO MAKE CHANGE? CHANGE HAPPENS BY?

Connecting through relationships/ friendships and changing the world one relationship/ friendship at a time	Valuing and leveraging congregational resources: Intellectual, financial, space, and people	Partnerships that build capacity to respond tangibly with solutions to the issues of the time	Dedicated, reliable, passionate and committed congregation, lay leaders and staff	Tackling tough issues, learning to disagree and taking risks	Balancing between pastoral care, spiritual/humanist growth and activism	Using technology to blow open our doors of community beyond our physical space
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CORE AND MAKES US UNIQUE—UUA WAY

Inspirational, varied and joyful music programming especially the choirs (including children's choir) & community events as ministry	Thriving and fantastic spiritual growth and development programming that enriches the lives of children, youth and adults alike	Visionary ministerial and worship teams that create thoughtful, carefully crafted services, moving rituals, and exploration of spiritual practices and paths that touch the head and heart.	Social justice, anti-racist and community service values, commitment, and opportunities created by taking action and living it in our deeds and practices	Community and Home: Everyone valued, included, connected and welcomed, while pushed to challenge thinking and belief systems	Free thinkers: No dogma or creed, big tent religious/spiritual/humanist perspectives, rooted in UU Principles
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WE VALUE – KEY VALUES

Open minded thinking, questioning, encouraging, learning and growth	Music & Joy	Diverse, inclusive, Multigenerational and Welcoming Community	Care, Support and Friendship	Commitment to social justice and displaying shared values and principles to the world	Youth are present day leaders and hope for the future	Inspiring, relevant and active	Legacy, history and continuity
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