Gathering … an Icebreaker

Find someone with whom you have three things in common!!!
‘Make it So’ All Church Summit
Sept 22, 2018
We are here.

- Huge progress
- Initiatives coalescing
- Toward shared vision
- Together in community
- Moving, caring
How to be hospitable
How to Be Hospitable

1. Do not make generalizations about people because of their identities.
2. Do not make generalizations in general!
   1. “everybody thinks this”
3. Use pronouns when you introduce yourself
4. Do not use ableist language or assumptions
5. Do not assume everyone has the same economic resources

DO Use Pronouns!
He, Him, His
She, Her, Hers
They, Them, Theirs
Some characteristics that harm hospitality

- Perfectionism
- Either/or thinking
- Sense of urgency
- Defensiveness
- Worship of the written word
- Paternalism
- Power hoarding
- Right to comfort
Good Governance

- A unified structure for making governance decisions:
  - Articulating mission and vision
  - Evaluating programs
  - Ensuring responsible stewardship of resources

- A unified structure of making operational decisions
  - Program leaders (paid and unpaid) work harmoniously to create effective programs with the support of a structure that delegates authority and requires accountability.

- A creative, open atmosphere for ministry
  - Members take advantage of the many opportunities to share their talents and interests in an atmosphere of trust and creativity in which structure, goals, and purposes are clear.

Dan Hotchkiss, *Governance and Ministry*
### MDUUC Councils & Board Liaisons

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<td>Rev. Leslie</td>
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<td>Michele Carroll (<em>interim</em>)</td>
<td>Kathe Cairns</td>
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MDUUC Governance

Determined by our by-laws

Based on policies set by council/ministries and adopted by Board

Ultimate authority = congregation (forums and meetings)

Shared governance by Board, nominating, Legacy and called minister
‘Make it So: 2020!
Our Journey to Now

Growth & Tradition
- FAST Growth 2010-2015 thru ‘Program-Sized’ to Resource-Sized Congregation, 350+ attending weekly
- Without corresponding change to Infrastructure, Staffing or Approach to Stewardship

Strategic Board Actions – 2015-16, 2016-17 to Strengthen Roots and Position for Continued Growth
- Leadership Work Group
- Council Structure
- Long-range visioning work group – Make it So: 2020!
- Assistant Minister, DLRE Searches

Make it So: 2020!
- 350+ Members & Friends Connected, Engaged in the Conversation
- Affirmed MDUUC Mission
- Defined SIX Key Focus Areas

- New Ministry Team in 2008
- UUA ‘Program’ Size Category
- Called Rev. Leslie in 2016, celebrating 65 year anniversary
- Now ‘Resource’ Sized Church

Family – up to 50
Pastoral – 50-150
Program – 150-350
Resource – 350+ weekly
Make it So: 2020! Visioning Process

Jan – Mar 2016
- Launch in Borton Hall
- Engage in Make it So
- 150+ People

April – June 2016
- Deeper Conversations: 4x4 Gatherings
- 350+ Members engaged
- 750+ Comments

July – Sept 2016
- Blue Sky Discovery Research – Best Practices
- Fresh new ideas in focus areas
- Stewardship, Families, Multicultural, Communications
- Cross Work Group Sharing

Sept – Dec 2016
- View to Vision Leadership Summit
- Make it So, Council Leadership refine Vision Statements, Goals

Jan – June 2017
- Councils, Board, (Make it So), Committees define milestones, accountabilities, success metrics, execute, refine over time
‘Being radically inclusive’ can’t be a campaign. It must be an authentic reflection of our celebration of diversity, genuinely welcoming culture.

Where families are thriving in church community, they’re integral to worship and social life, not separate.

Communications are an important part of a church ministry not separate; most effective when planned as integrated message across channel.

Stewardship works best where it’s an integrated aspect of membership and year-long church life, not separate.
We are mission-driven and accountable for overall vision and fiduciary sustainability of MDUUC.

MDUUC is a welcoming religious community. We bring to life our Unitarian Universalist values as we:

• seek truth and work for justice;

• nurture compassion and courage;

• reach out to each other and to our larger community of faith;

• bridge the divisions that wound the human family;

• transform ourselves and our world.
Make it So: 2020!

Review of 2018-19 Milestones with Michele Carroll & Rev. Leslie Takahashi
Exuberantly Multicultural (Beloved Commitments Task Force)

2020 Target Metrics

(“We know we have succeeded because …”)

▶ Members have become personally educated and empowered to promote racial and economic justice as well as to work across religious lines.

▶ Our ministries reflect an awareness of and respect for a variety of cultures. Training in cultural competency is an on-going part of our congregational life.

Progress

• Vision to Action congregational leadership workshop focused on multicultural hospitality.

• Launched Make it So Social Events, added Pronouns to Name Tags

• Presentations on Transgender experience

• Conducted 5th offering of Beloved Conversations

• Began People of Color and White Allies affinity groups

• Conducted assessment meeting with board, all councils and key committees

Gaps: Work across religious lines, set targets, attention to BGLTQ issues.
Living Our Values  
(Social Justice Council)

2020 Target Metrics

- We are known as a congregation committed to justice-making and focus not so much on our beliefs as our actions, and engage with community partners representing those most affected by the inequities in our world.

- We work for respectful treatment of all people, of our environment and to promote participatory decision making to support these values.

Progress

- Voted to Offer/Be Sanctuary
- Affirmed Black Lives Matter
- Witness for rights of immigrants, children, prisoners, women.
- Composting improvements
- Aligned employee compensation to values

Gaps: Sustainability in campus goals, ethical buying, climate change advocacy.
Be Supportive of Families (LEAP COUNCIL)

2020 Target Metrics

Our programs and offerings reflect the needs of families with school-age children and reflect the time, financial and societal pressures that today’s families face.

We consider the needs of families and commuters in the shape of congregational life.

Progress

- Revamping of programming under Indigo Lewis
- Hiring of youth director
- Family campout at the church and other multicultural programming
- Expanded adult summer programming
- Summer camp

Gaps: Alternative to Sunday morning services, family ritual resources
Inspirational Worship & Restorative Spiritual Practices (Worship Council)

2020 Target Metrics

- A strong spectrum of worship leaders reflecting a diversity of experiences and cultures creates and conducts worship that feeds mind, body, and spirit.
- Restorative practices help people be present and centered in the midst of change and challenge.
- Multigenerational worship and opportunities for young adults to gather to nurture their spirits are supported and established.

Progress

- Multi-voiced, high quality worship services
- Continued strong and diverse worship associates presence
- Restorative practices group established with offerings
- Commitment to 10 multigenerational services per year
- Establishment of “family choir”

Gaps: Alternative to Sunday morning worship, contemporary worship/youth adult service, campus ministry.
Strengthen Communications Across Generations + Outreach (Communications Advisory/Board)

Measures

- Members have the information they need to fully participate.
- MDUUC is a recognized progressive thought leader, an ally and a sanctuary community for our region.

Progress

- New picture directory and brochure
- Deepened branding (Tree, Just Love, MDUUC ‘Look & Feel’)
- Hiring of communications professional
- New calendar linked to events
- Use of Eventbrite, Next Door and other social media promotions

Gaps: Presence on wider range of social media, communications stewardship, Introductory ‘package’ of information for visitors; Upgrade new member materials)
Expanded and Sustained Stewardship (Financial Stewardship Council)

2020 Target Measures

- Members and friends have many ways to give of their time and talents. Resources within the community are used with care and deliberation in keeping with our larger values.

- Giving and generosity are viewed as moral imperatives and caring stewardship of our facilities, programs and people a core tenet in our culture

Progress

- Generosity of major donors

- New fundraising (FREC) chair

- Meeting of pledge goal

- Fresh ideas for fundraising channels, e.g. opportunities through travel

Gaps: Year-round stewardship and sustainability, pledge metrics
How Will We Make it So?

Through the work of the (6-7) lead groups incorporating ideas from today

By councils and committees, task forces and other groups prioritizing in alignment

With overall coordination by the ministers

And monitoring by the Board of Trustees
Make It So Group Storming!

1. What strengths do we celebrate?

2. What do we want to build on?

3. What new opportunities do we have before us?

4. What facility needs do we have to Make it So?

CHOOSE GROUPS: focused on Families, Exuberantly Multicultural, Stewardship, Living Our Values, Worship & Spiritual Growth, Communications
Make It So Group Storming!

• Pick the group you want to start in

• Rotate

• You can go to three groups or stay in one

CHOOSE GROUPS ALIGNED TO FOCUS AREAS: focused on Families, Exuberantly Multicultural, Stewardship, Living Our Values, Worship & Spiritual Growth, Communications
Lunch!

- Move around the room
- Review notes, comments among the groups
- Observations?
Trends in Unitarian Universalism

• Deep generational divide

• Increased congregations with no families or children

• Increased involvement in larger and staffed congregations

• Changes in fundraising with more difficulty with pledging and more one-time and less predictable giving

• Greater theological diversity (theism/spirituality)
Trends Affecting MDUUC

- Growing societal disconnect from religion (esp. in CA.)
- Increased number of “nones”
- Traffic and commute times reducing midweek involvement
- Individualized media culture
- Generational Z antagonism and skepticism with institutions
Which Impacts Volunteerism/Leadership

- Need for time limited opportunities
- Unwillingness to make longer commitments
- Resentment from older members
- Deep disheartedness
- No interest in knowing how the sausage is made
- Want to volunteer WITH family

Break out groups by ministry/council areas to think about engagement strategies. Implement one strategy for outreach and engagement. How can we get more people engaged in what we do?
Break Out Groups!

By ministry/council areas to think about engagement strategies

• What are our strategies for engaging more people in doing what we do?

• How can we get more people involved in smaller ways in what we do?
Closing

Announcements

Call to Action: Tell three people something that caught your attention today and invite them to join you in engagement!

Expression of gratitude.
Covenant of Right Relations

We, the members of the Mt. Diablo Unitarian Universalist Church, covenant with one another to act in the following ways in our interactions and in all forms of communication:

• We speak and write directly, openly, and respectful with each other.
• We support and encourage diversity within our congregation.
• We trust each other’s best intentions.
• We respect healthy boundaries.
• We honor community decisions.