

Monitoring Report on Ends 1.2

*1.2 AMONG: TUCW is a community of welcome and support for members, friends, and visitors on their spiritual journeys.*

*1.2.1 We embrace diversity, see differences as opportunities for growth, and build relationships of friendship mutual support and understanding.*

*1.2.2 We encourage a culture of meaningful engagement among Congregants that embodies our Unitarian Universalist values and principles.*

*1.2.3 We celebrate lives of generosity and responsibility sharing our time, resources and talents to sustain our vibrant religious community.*

Executive Summary:

1.2 Overall, our LFD ministry, which is morphing into our Faith Formation ministry, is largely focused on this role. The transition to Faith Formation has been bumpy. While our FF team is deeply involved in their learning and experimenting about new ways to reach our children and youth, we have found that we must double down on efforts to involve parents and volunteers. Several gaps in our programming have been noted, especially during multi-generational worship. We are addressing those gaps and looking forward to a new Faith Formation Coordinator to fill in some of these gaps. One very good candidate has come forward and we are interviewing him soon.

Other ministries which focus on this end include Membership and Stewardship both of which I will address below.

1.2.1 While this was not our emphasis this year, we are making progress in embracing diversity. Our Anti-Racism Support Group has been helping many of us recognize our implicit bias in welcoming people of color. Looking to the future, Margalie Belizaire our Intern Minister will be using her focused initiative to help us establish a process by which we expand our racial awareness in our leaders and the congregation at large.

As to building authentic relationships, our Neighborhood circles, such as they are, do a good job in this regard, however, only about half of them are operational. This is a concern we hope to address next year. Our Small Group Ministry continues to be a point of connection for about a third of our congregation. We continue to monitor this effort and work towards improving their reach.

I would say we are about 50% in compliance with this end.

1.2.2 This sub-end has been our focus for this year. Obviously as noted above, we hope that our further development of our FF Ministry will yield deeper engagement with our UU values and principles. As noted last month, the staff and our teams are making an intentional effort to teach our congregation what it means to be a faithful UU, through worship, music, membership and faith formation ministries.

I think we are about 70% in compliance with this sub-end.

1.2.3 Our Stewardship and Leadership Development teams have been especially engaged around this sub-end. Despite a decline in our pledge base due to demographic factors, the Stewardship Team has done an excellent job in conducting our Annual Pledge Drive and Holiday Appeal. We celebrate that generosity through testimonials and a concerted effort to personally thank every donor. Our Leadership Development Team (LDT) has been effective in creating a culture of generosity and service. Our monthly Leading Light Award, highlights our shared calling in leading and serving. We graduated another successful class from our Harvest the Power Leadership Training program and some of those members are already serving our congregation.

Let me also hold up our Capital Campaign Team who has done an amazing job leading us through our process to the unanimous “yes” vote. We are a congregation that wants to be generous and serve one another. I would say we are 90% compliant with this sub-end.

Respectfully Submitted, Rev. Dr. John T. Morehouse, Senior Minister