



## *Setting Congregational Goals*

**The Reverend Kenneth Gordon Hurto, District Executive**  
Florida District Unitarian Universalist Association

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**Worship:** Everything related to the preparation and delivery of the congregation's weekly services. This includes:

- finding the congregation — good maps, web site & voice mail directions, clear signage;
- how guests and members are welcomed — identified hosts & greeters for children as well as adults.
- services guides — advertising in newsletter, newspaper, etc. and a printed or on screen bulletin;
- building accessibility — identifying signs, ramps, cleanliness, lighting, sound assist devices;
- leading services — the integrity of the liturgy, quality of spoken presentations;
- after services hosting — the social hour for children and adults.

### **Three Month Goals — “Get-er Dun!”**

This includes problems or opportunities that are very clear, the resources are at hand and can be accomplished in a 90 day period. It is also clear to whom the task can be delegated.

### **Six Month Goals — “Things We’re Planning to Do.”**

This includes issues that are sufficiently clear that the congregation is ready to commit to working on them. There may be things to be learned, requiring research and/or congregational engagement. Responsibility for development may rest with a task force, committee, or staff person. Final decision to go ahead rests with the Board.



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**Spiritual Discernment/Education:** Everything related to helping the members to better understand Unitarian Universalism, their own faith journey and that of others. This includes all ages in “life-span” soul work. This includes:

- age and furnishings appropriate, physically accessible space;
- age appropriate curricula and programs;
- small & large group settings for conversation about life matters;
- trained leadership, grounded in Unitarian Universalist heritage, ideals, and theology;
- opportunity for members to “bear witness” or “testify” to their faith understandings.

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**Beloved Community:** Everything related to building close and caring relations among the membership. This may include:

- a variety of age appropriate, accessible social events, on the congregation's property or at members' homes;
- clearly stated and understood policies of ethics and etiquette;
- a "right relations" covenant and conflict management policies;
- identifying symbols and icons that affirm belonging to this Unitarian Universalist congregation;
- programs and policies to ensure a welcoming environment for new members of diverse backgrounds.

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**Faith Witness:** Everything related to helping members make Unitarian Universalist values and ideals meaningfully active in their lives and known to the community beyond the congregation's doors. This includes:

- congregational encouragement for members to participate in the dialogue over public issues;
- congregational support, thru service or financial gifts, for like-minded organizations;
- internal educational opportunities about public concerns relevant to Unitarian Universalists;
- sponsoring community-oriented educational events;
- congregational identifications — e.g.: “Welcoming Congregation” or “Green Sanctuary,” etc.

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**Leadership Development:** This includes the recruitment and training of lay members to serve as leaders within the congregation and the larger Unitarian Universalist world. This may include:

- a “leadership training” committee to recruit, train, and nominate leaders for the congregation;
- ensuring members know how they may enter the leadership structure and an open practice of inviting members to come into leadership;
- monies for Board leadership training;
- developing clear policies of power and authority.

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**Management/Hygiene:** This refers to all kinds of “church work” necessary to sustaining and maintaining the congregation as an organization. This arena is the most tangible of Board concerns. It often includes:

- Financial stewardship — policies related to congregational monies;
- Membership stewardship — policies related to recruitment and retention of members;
- Ethical stewardship — policies related to ensuring best behavioral practices and providing for the moral, emotional, physical, and financial safety of the membership;
- Physical property stewardship — anything related to the physical plant and grounds;
- Identity stewardship — policies related to ensuring the integrity of the congregation as a Unitarian Universalist body.

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