

## All Souls Goal Interpretation & Measurements

Executive Team

September 24, 2020

Revised October 22, 2020

***Goal 1: All Souls is a wellspring of spiritual growth grounded in love and inquiry; it is a creative environment where spiritual practice is part of daily life; where diverse opportunities for transformation and integration are abundant and where both lead and learn from one another.***

### ***Interpretation:***

*We understand this as a mandate to focus on the following four areas.*

- 1. Worship.*** *For many of our members, congregational worship is their primary spiritual practice. We strive to deepen and expand members experience of the Holy in our Sunday morning, and other worship offerings.*  
*Because it is unlikely that we will be able to engage in in-person worship until Spring 2021, ensuring the quality and consistency of on-line and virtual worship is paramount. While maintaining ASC's commitment to excellence in worship, we prioritize connection over perfection.*
- 2. Children & Youth Spiritual Development.*** *We assert that parenting children & youth is a daily spiritual practice. The weekly gatherings we offer for Religious Education are designed to support this essential truth. Through connection to the community and other parents/guardians; with support from professional staff, through ritual and worship, we will equip parents/guardians with the tools they need to integrate Unitarian Universalist values so that children & youth may grow in becoming spirit-filled, justice-seeking adults.*
- 3. Adult Spiritual Development.*** *Individual spiritual practice is an essential expectation of church involvement. Such practice grounds, grounded in love, curiosity and inquiry, has the power to transform our lives towards greater acts of love, justice and service. Sharing and listening to one another's stories is one way we grow, learn and change. Our programming should support spiritual practice, personal growth, and the capacity to embrace challenge and paradox.*
- 4. Congregational Committees.** *Spiritual development happens not only through worship but also through church involvement in committees that speak to our members' deeply held beliefs. We strive to nurture the spiritual work of these committees and recognize their importance in attracting and retaining members. We will strengthen support for committee work and nurture their leadership to create strong leaders to lead All Souls into the next century.*

## **Strategic Priorities:**

### **We will:**

#### **Worship.**

- Design worship services which engage the congregation with the five developmental tasks of interim ministry; (see interim tasks pg. 1)
- Implement greater lay participation in the long-distance | virtual worship services; which may include testimonials, videos, selfies, and engage creatively with the congregation.
- Ensure proper technology is in place to support ongoing live streaming of services and that there are numerous areas within the church where member and visitors can view services.
- Establish website protocols for the maintenance and storage of all recorded content; consistent display of worship services on the ASCU website.

#### **Children & Youth Spiritual Development.**

- Design or adapt programs which support and equip parents to have discussions with their children on topics such as:
  - Theology (Parents as Resident Theologians);
  - Racial justice;
  - Raising black or bi-racial children in a white supremacist world;
  - Ethics, morals and values
  - What does it mean to be a person of faith as a Unitarian Universalist?
- Make connections with other parents, families and children a priority over content and/or curriculum.
  - Create an environment in which children want to come to church; to learn, grow and to connect with their peers.

#### **Adult Spiritual Development**

- Create and heavily promote a variety of on-line opportunities that encourage, nurture and support individual and corporate spiritual practices;

#### **Measurables:**

- The Adult Spiritual Development Team will develop a questionnaire, offered to every ASD participant, to reflect on whether they feel their intellectual, emotional or spiritual lives have been changed as a result of their engagement with the class and/or how they have integrated what they have learned into their spiritual lives.
- Engage in a 14-month exploration of All Souls history – linking that history to how, All Souls as an institution has grown spiritually as a result of its groundedness in love and inquiry; To this priority, we will work with a

group of lay members to devise a series of powerful/open questions which illuminate the spiritual development of All Souls as an institution, culminating in the celebration of All Souls 200<sup>th</sup> Anniversary.

## **Goal # 2 All Souls feel welcomed, engaged, valued and supported in a congregation that reflects the diversity of the city in which we worship.**

### ***Interpretation:***

*This language was written some time ago, and doesn't really reflect the commitment to anti-racism that we believe All Souls congregants are searching for. To this end, we understand this as a mandate to focus on the following four areas:*

- 1. **8<sup>th</sup> Principle anti-racist, anti-oppressive commitments.** We acknowledge that the work of building Beloved Community is intimately connected with a persistent rejection of white supremacy culture and actively living out the 8<sup>th</sup> Principle. To this end, we hold the values of welcome, engagement, and support as the touchstones of our interactions with one another. We also interpret this to include de-centering whiteness and centering the voices of people of color.*
- 2. **Membership.** Those seeking to join All souls will be warmly welcomed, provided with meaningful opportunities to engage their gifts and will be supported in their efforts to serve All Souls. The work of building Beloved Community also involves reaching out to envision the church that has not yet come into existence. Members who cannot physically be present at ASC either now or in the near future will find meaningful opportunities to engage and stay connected at ASC.*
- 3. **Stewardship.** All members of All Souls will be engaged in the financial health and vitality of All Souls Church. The practice of Stewardship will engender a deep sense of gratitude from which abundance and generosity springs.*
- 4. **Building Beloved Church Community.** In order to stay connected through this time of social distancing, members of All Souls will engage in the telling and hearing stories about themselves, each other and the church. Through the shared practice of telling stories, we learn from and with one another. These stories will reveal truths, stumbles and strengths which will illuminate the path towards All Souls next chapter of life.*

### **Strategic Priorities:**

**We will:**

#### ***8<sup>th</sup> Principle anti-racist, anti-oppressive commitments***

- 1.** Ensure that All Souls offers on-going programs for differing levels of anti-racism, anti-oppression training. At least once per quarter, ASC will provide an Introduction to Anti-Racism Training; which will be included as part of our New

Member orientation series. At least once per year, ASC will provide more advanced curriculum, engagement, and study with Anti-Racism/Anti-Oppression/ De-centering Whiteness work.

- a. Ensure that members of All Souls Black, Indigenous, People of Color communities are provided with safe spaces of support including ministerial and financial resources, to ensure that they feel welcome, engaged, valued and supported at ASC.
  - b. Include support for BIPOC communities at ASC in the 2021-2022 budget
2. *Ensure that the Board of Trustees & Staff engage together in ARAO (Anti-racist, anti-oppression) training, i.e, Jubilee, the Intercultural Developmental Inventory (IDI) or other instrument*
  3. Partner with the Transformation Team and their report to the Board to discern which elements of their report can be implemented in 2020-2021.

### **Membership**

1. Evaluate existing categories of membership; discern whether the current practice around membership definitions still continue to serve All Souls current needs;

#### **Measurables:**

By January 1, 2021, report to the Board a detailed review of All Souls members; both voting and non-voting in advance of the February 1, 2021 UUA membership deadline. This information will provide the Finance and Stewardship committees meaningful data from which to built the 2020 budget.

2. Create a new category of virtual membership defined not by physical proximity, but expression of values, support and a pledge of record.
3. Incorporate a member outreach component of committees – staff is involved in the recruitment of and supporting volunteers to committees.

### **Stewardship**

1. The Executive Team will cultivate the message of philanthropy and generosity; drawing on our past, being candid about our present, and creating inspiration and hope in our financial well being for the future.

2. The Executive Team, working in collaboration with the Stewardship Team will create multiple opportunities for people to give throughout the year;
3. Create and/or enhance opportunities for Planned/Legacy Giving;
4. Incorporate multiple technology tools into church giving practices, and to ensure fundraising efforts do not reinforce biased assumptions regarding wealth equality and race.

***Goal #3 All Souls is a community committed to service, is broadly known as a prophetic leader and has had a major impact on issues that move the world towards justice, healing and sustainability;***

***Interpretation:***

*Our prophetic work is intimately connected to the work of justice and of healing the wounds of racism and oppression. To do so requires us to join hands with visionaries, past and present, to set pathways of possibilities for future generations:*

**Strategic Priorities:**

- 1) Center the 8th Principle as the lens through which we view our justice seeking & justice making efforts; to counter white supremacy culture, habits and norms and replace them with principles and concrete practices that move us towards liberation;
- 2) Deepen our commitment to and skills for supporting Black, Indigenous, and People of Color-led partner organizations.
- 3) Build connections and consistency between our external organizing and internal transformation work, such that our means reflect our ends with integrity and spiritual depth.
- 4) Encourage and support our on-going justice efforts through worship services, adult spiritual development, rituals, art and other creative avenue
4. Engage the congregation in a process by which they may heal the wounds of the past and move them towards a vision of the future they want to embody.

**Goal 4: All Souls has a welcoming and accessible building that provides nurturing spaces for nurturing growth, serves the community within and outside the walls of All Souls Church and embodies our commitment to sustainability.**

***Facilities***

- Develop a plan for post-COVID 19 personnel re-entry, including staff, and facility readiness for worship, rentals and school/tenant usage.
- Ensure the finances of the church are well-managed my working directly with the finance committee to monitor investments and to make financial

recommendations to the board that will promote financial health and sustainability.

- Create a building security policy to ensure the readiness of the church to respond to threats to persons, the facility and the IT infrastructure.

**Measurables:**

By March, 2021 create a post COVID 19 re-entry plan that allow for transition to full church operations, and full school re-opening.

By March 2021, finalize a Security Policy to be presented and approved by the Board of Trustees.