

UUAA Vision 20/50
Abbreviated Report on Stage I and Mid Stage II
December 1, 2019

A. Process and Participation

UUAA Vision 20/50 Overview

The UUAA Vision 20/50 process is a collaboration between UUAA, consultant Elandria Williams and the Unitarian Universalist Association (UUA). The process we are using is specifically designed for UUAA and is being extremely well documented so that it can be shared with other congregations in the larger UU world.

Goals and Objectives for UUAA Vision 20/50

- Co-designed clear, open and transparent process with 80% participation by congregation and friends that is owned by the congregation and congregational leadership (all phases of process)
- A clear vision statement for 2050 built on discerned aspirations and challenges (using Theory of Change)
- Clear impact UUAA wants to have with 3-4 tiers of priorities for the upcoming years
- Comprehensive Action Plan that includes analysis of Organizational Structure, Culture, Resources and Capacity. Document recommendations.
- Clarity around what practice, bylaw, policy and decision making changes are embedded in the comprehensive action plan
- Clear processes for feedback, iteration and changes to the plans and vision, based on what comes up in the day to day life of the congregation.

Process and Participation Overview

We are using a 5 stage process that started in January 2019, and finishes in May 2020.

- I. **Project Initiation** – (Jan-Nov 2019) Design Charette - process and plan design and data collection prep
- II. **Visioning Data Collection** – (Sept 2019-Jan 2020) Through congregational sessions and surveys, develop a “theory of change”, vision 20/50 roadmap, and develop the analysis/assessment of the current moment to determine the strategic and unique role UUAA should play
- III. **Impact Assessments and Action Planning** – (Nov 2019-March 2020) create action plans, share action plan with congregation and modify as needed
- IV. **Organizational Readiness and Recommendations for Organizational Design** (Feb-April 2020) - analysis of organizational culture and structure, determine optimal resources for the plan to be put in place, recommendations for short, mid, and long term changes.
- V. **Adoption and Plan Implementation** – (May 2020) congregational approval of plan, design process for ongoing evaluation and iteration

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The Vision 20/50 communications team created a [process cycle diagram](#) and posts comprehensive information on the [Vision 20/50 Website](#) and is sharing information in as many ways as possible inside the congregation. The Data Analysis team, which has been mostly members of the Leadership Team, has been compiling the data and has come up with a draft assessment of aspirations and resources for change that is available on the [Vision website](#).

Phase II Completion / Phase III Beginning (Action Planning)

Phase II Completion

All data will be collected by January 11th. The Vision Alignment Session will happen on January 26th during the congregational meeting. That will conclude Stage II of the plan.

Phase III Beginning: Action Planning Prep, Impact Assessments and Organizational Readiness Analysis

Stage III of the plan will start on January 27th when we will hold an Impact Assessment, Action Plan and Organizational Readiness Analysis Session. The Action Planning process will begin right after this assessment, asking all groups, committees, SGD groups and more to complete detailed action plans so a comprehensive action plan can be developed.

B. Visioning Sessions and Survey Highlights

Part I: Key Areas of Focus

These draft key areas of focus have come out of the visioning sessions up to November 2019.

Engagement in the Outside Community, Areas of Work

UUAA's investment of resources in these areas has the greatest likelihood of helping make UUAA and the larger Ann Arbor community more successful and in line with the congregation's values. These are externally focused with internal implications in terms of programming, resources, and more. Should UUAA be driving or contributing to projects?

- We are an example of fostering spiritual growth, truth, justice, love and being a hearth of comfort
- We give active support of/to communities of color
- We involve younger people and college students
- We support Environmental and Climate Justice
- We are supportive of Eldership and Aging
- We fund and work in the community, especially in social activism
- We are a UUA Denominational Leader

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Inside UUAA, Key Areas of Focus

UUAA's investment of resources in these areas inside the congregation has the greatest likelihood of helping us grow into the congregation working to achieve our larger vision. Key Considerations that need to be looked at are - important work is going on, distinctive contribution, activity in one area is implicated in another, based on what is already happening.

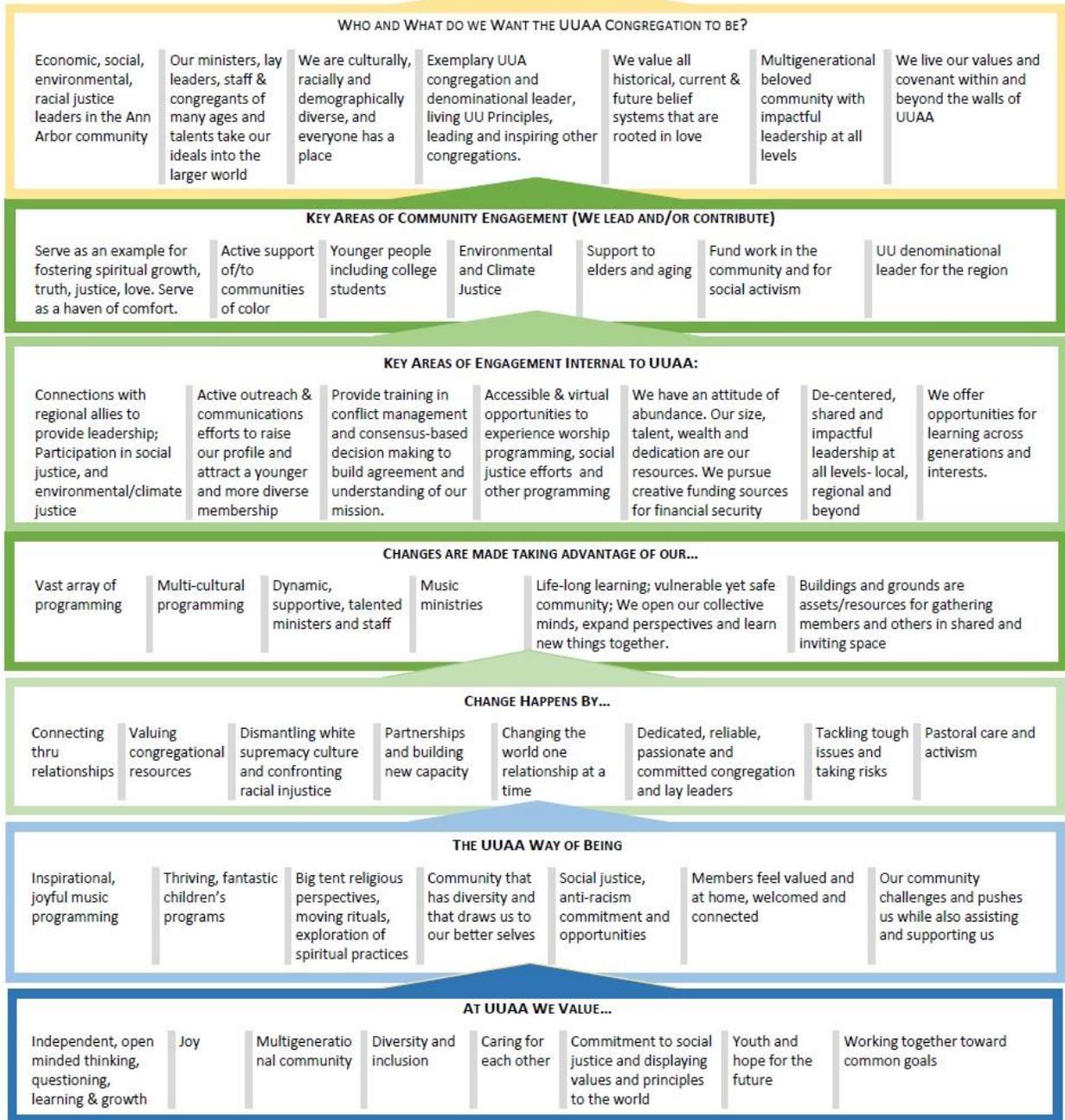
- Connection to regional allies to provide leadership and participation in social justice, dismantling white supremacy and environmental/climate justice
- Active outreach and communication efforts to raise our profile and attract a younger more diverse membership
- We provide training in conflict management and decision making to build agreement and understanding got our mission by all subgroups and across generations
- Accessible and virtual opportunities to experience worship, SGD, social justice efforts and other programming
- We are living into an attitude of abundance and our size, talent, wealth and dedication are our resources. We are pursuing creative funding sources to achieve financial stability
- De-centered, shared and impactful leadership at all levels- local, regional and beyond
- We offer opportunities for learning across generations and interests

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Part II: Theory of Change (Vision 20/50 Roadmap)

Here is the draft “Theory of Change” that is UUA’s roadmap or guidepost for the future, supporting decision making and resource allocation prioritization.

VISION STATEMENT TO BE WRITTEN...



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Part III: Challenges and What We Need to do to Overcome Them

Here are the key challenges and also ideas for moving past the challenges. These are challenges that have been named in the visioning sessions so far and should have some similarities to what came up in the earlier design charette.

Big Challenges Facing Us

1. Capacity of staff and volunteers
2. Financial resources
3. Not enough community partners
4. Inability to discuss opposing and varied points of view in covenant / conflict resolution capacities
5. Maintaining close and productive relationships in such a large congregation
6. Old versus young; new versus long time members; humanist vs spiritual
7. Overcoming our isms and white supremacy
8. Language
9. Lack of racial, ethnic and economic class diversity
10. *Sunday Service "Showtime" feel versus active engagement - needs some discernment*
11. *Services balance of music and thought provoking content - needs more discernment*
12. *Leadership accountability, transparency and favoritism - needs more discernment*

The italicized items are judgmental. They need more discernment and need to express what the challenge is without the judgement

Ideas for moving forward

- Develop common mission supported by congregation and staff
- Always keep a focus on what we have in common
- Develop a culture of engaging conflict constructively and with an open mind
- Welcoming diversity of thought and language from all demographics
- Engage in ongoing group discussions
- Look beyond ourselves - other faith communities
- Look beyond ourselves - universities
- Look beyond ourselves- reach out to those who do not attend UUAA

Jan 26th Congregational Meeting Goals

We are trying to create a space where people feel excited, at home, pushed, held, theologically and spiritually deepened, thought provoking with their minds and hearts blown wide open and ready to go. We will try and reach agreement around the Theory of Change and our Vision. We will also try to answer some key questions around the impact we want to have, activities we could do, what we need to make the activities and impact happen and what the stumbling blocks could be and what needs to happen to overcome them.