

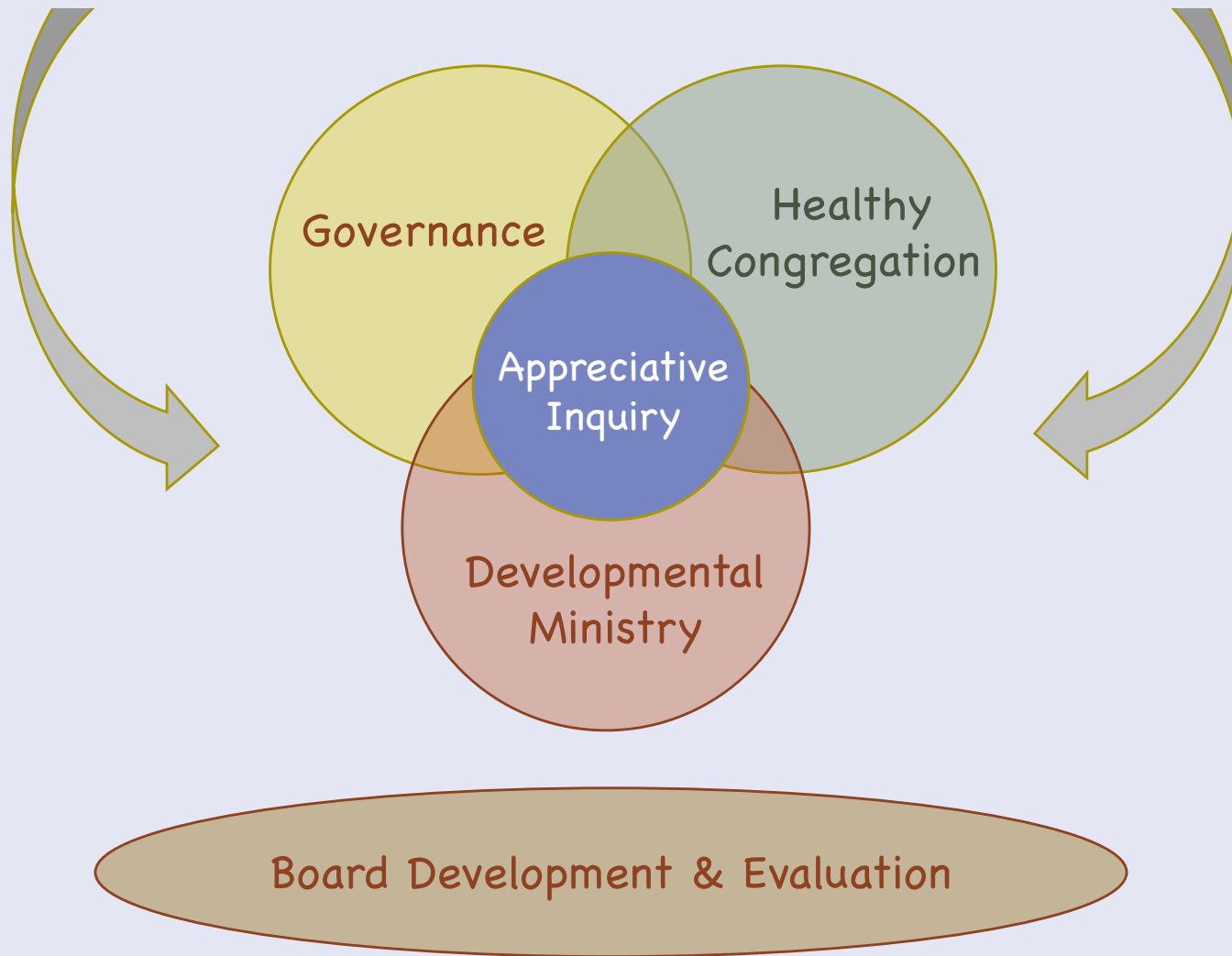


Forging Our Future Update

Congregational Meeting

September 27, 2020

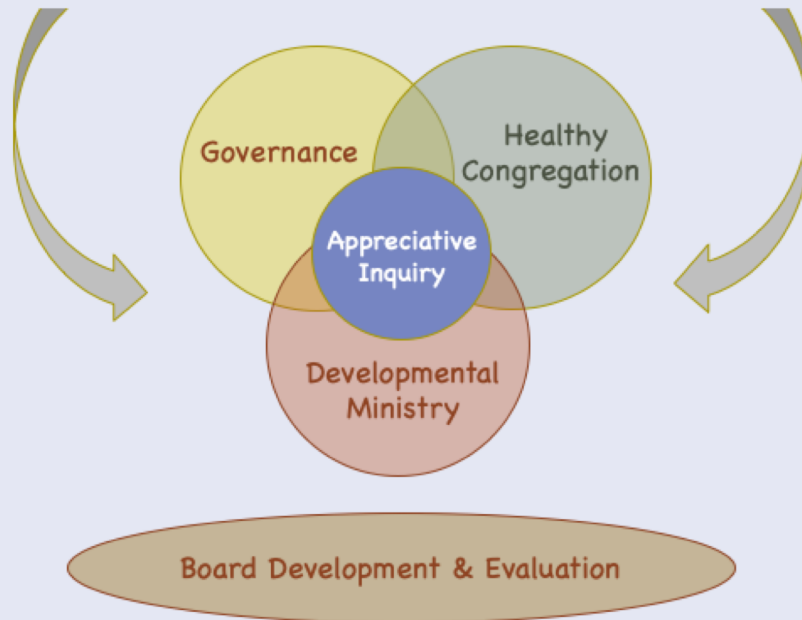
First Universalist Congregation



Forging our Future

Key Values That Guide Our Actions

First Universalist Congregation



Key Values

Trust
Clarity
Transparency
Communication
Participation
Inclusion
Accountability

Developmental Ministry Timeline



Actions and Events	Timeline
Development of First U goals and developmental ministry search	Jan – Jun 2019
Rev. Elaine arrives for 3-5 year commitment	August 2019
Ongoing developmental ministry, with monitoring and evaluation	2019 - 2022
Transition process to called ministry	2021 – 2022

Developmental Ministry Goals

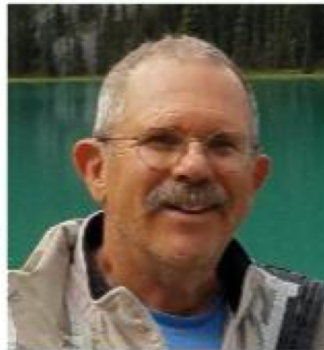
- **Purpose/Mission/Identity** – Identify and define the purpose and mission of First Universalist Church of Denver
- **Governance** – Identify, describe and adopt an official governance structure/model that encompasses the uniqueness of First Universalist Church.
- **Healthy Congregation** – Build a culture at First Universalist Church of Denver to be one where trust is a cornerstone, conflict can be seen as a learning opportunity, input is welcomed and encouraged, decisions made are clearly communicated to the congregation and respect is shown throughout all relationships.
- **Community Leadership** – Expand our outreach and have a positive impact to the greater Denver area, our country and the wider world.
- **Culture of Abundance** – To develop a culture of abundance where members are generous with talents and resources that support its staff by compensating them fairly according to the recommended UUA guidelines.

The Healthy Congregations Team



Allison Richards

Dan
Moen



Dee Sweeney



Mary Raynard

Healthy Congregations Team (HCT)



Sheila
Nitzel



Mark
Schneider



Mimzy Tackney-Moen

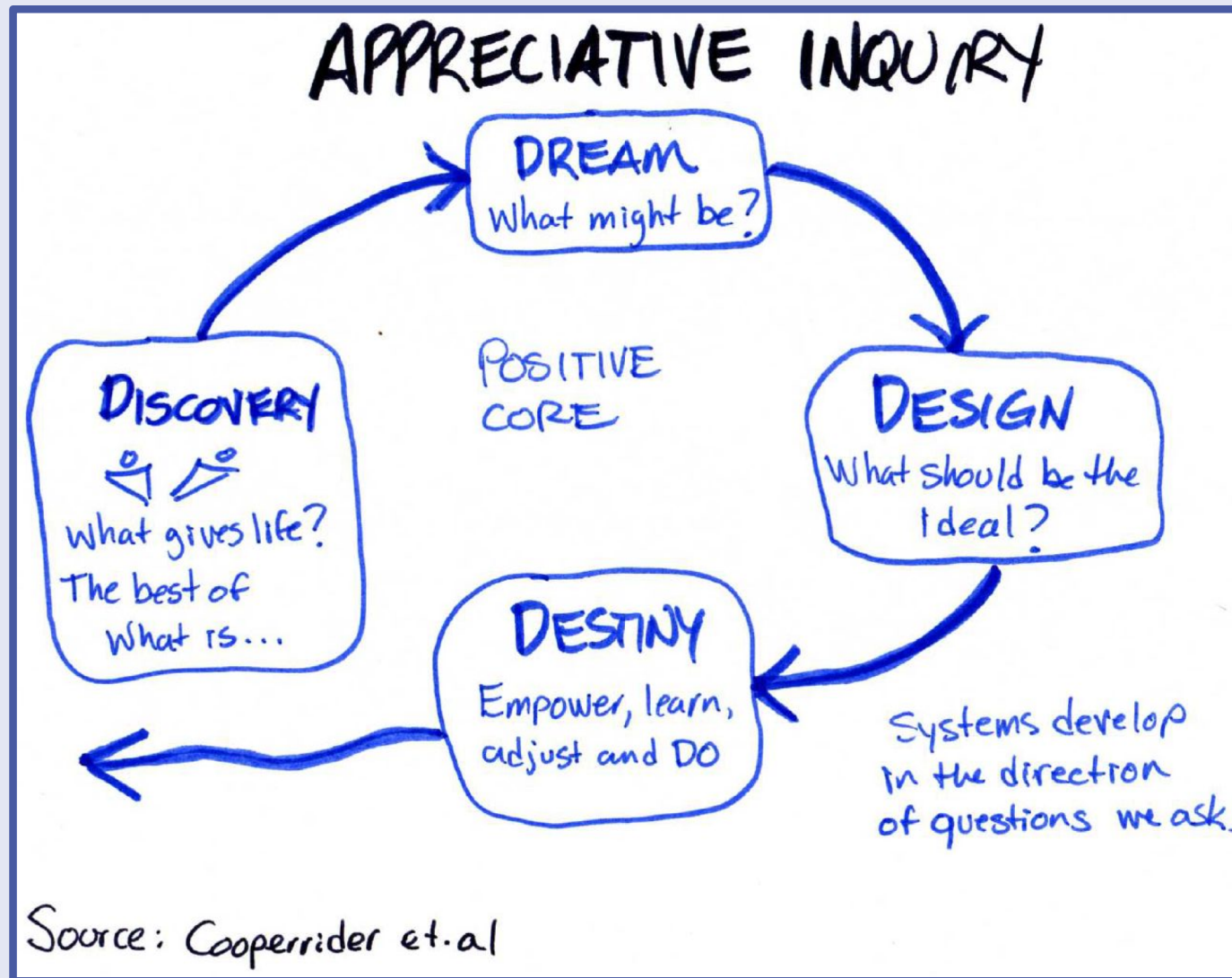
What are Healthy Congregations?



Healthy Congregations Team Activities

- 1. Develop Small Group Covenants for all Church groups.**
Help to build a healthy, energized and engaged congregational culture by helping us to be intentional about living our seven principles
- 2. Work with COM to disseminate Covenant of Respectful Relations.** *In conjunction with Conflict Transformation process*
- 3. In collaboration with COM, develop Conflict Transformation Team.** *Methodology, training, written policies and procedures*
- 4. Education and skill building for the Congregation.** *Creating and maintaining healthy relationships and a healthy, engaged, vibrant community*
- 5. Initiate Listening Circles for ongoing and specific issues.** *Solicit input from congregation about topics (coffee hour, survey, “living” google doc)*

The Appreciative Inquiry Process



Dream – What Might Be?

	MISSION & VISION 
	FIRST UNIVERSALIST CHURCH
	SUMMIT:
	OCTOBER 17, 2020

What Are Your Thoughts?



Mission / Vision Question

First Universalist Church of Denver | Fall, 2020

*** Required**

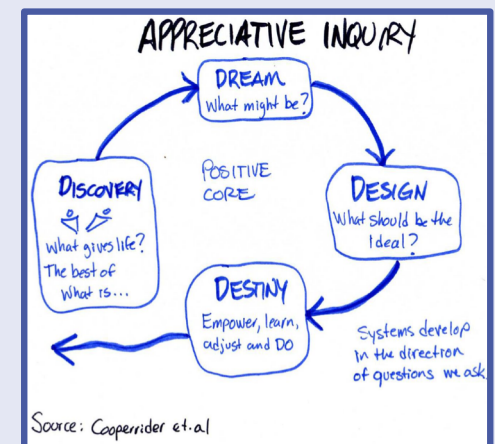
Please give a long form answer and add as much detail as seems right to you. Minimum 100 words. Consider typing up your answer in a document before copying and pasting your response below.

Question: Put yourself into your vision for our church. How has this church community affected you in your life? What should we do? Who should we be? *

Your answer

Appreciative Inquiry Timeline

Actions and Events	Timeline
Extended Discovery Phase – listening sessions	Fall 2019 – Spring 2020
Dream Phase	Fall 2020 – Spring 2021
Mission & Vision Summit	Fall 2020
Design & Destiny Phases – Start strategic planning	Spring & Fall 2021



Governance Development Framework

Elements	What's Included
Governance Framework <i>What is governance?</i>	Vision of Governance Governance Structure
Bylaws <i>Basic structure and rules by which we operate</i>	Updated Bylaws
Policies <i>What we intend to do</i>	Comprehensive Policy Book
Operational Guidelines <i>How we get things done</i>	How procedures are developed How programs, councils, and committees are established and run
Assessments <i>Assure organizational integrity</i>	Regular reporting Evaluations Ongoing governance committee

ABOSER

Governance Development Collaboration Process

Governance Task Force (GTF) prepares initial drafts and then collaborates to fully develop:

- Governance vision
- Governance structure options
- New & updated policies
- Supporting bylaws updates

First Step in the Collaboration Process

GTF shares initial ideas and draft documents on Google Docs with:

- Governance Input Group (GIG)
- Staff leadership
- Board of Trustees

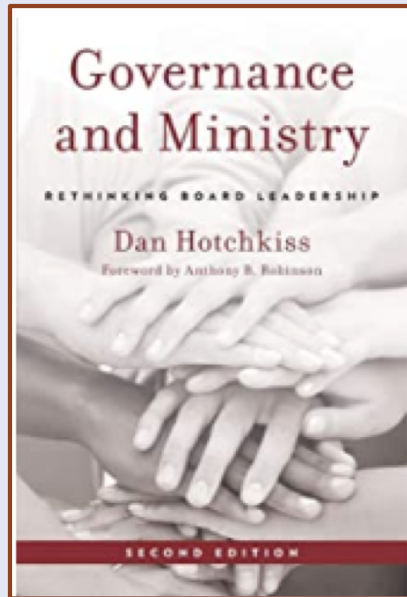
Note: Any member of the Congregation can join GIG at any time!

Engagement of the Congregation

Congregation provides feedback and affirmation

- Drafts shared through Happenings and website
- Sharing sessions with interested congregants
- Written comments (any format)
- GTF incorporates feedback
- BOT approves finalized draft
- Congregation approves finalized draft of:
 - Governance vision
 - Governance structure
 - Bylaws updates
- Easy and long-term access to approved documents

Proposed Governance Timeline



Actions and Events	Timeline
Work by Governance Team (Transition)	Jun 2019 – Jun 2020
Formation of Governance Task Force (GTF)	May - Jun 2020
Development of governance framework by GTF	Jul 2020 – May 2021
Congregational engagement – “Vision of Governance”	Fall 2020
Congregational engagement and affirmation of Proposed Governance Structure	Winter 2021
Consideration of comprehensive Governance Proposal	May 2021
Adoption followed by 1-year trial period	May 2021 – May 2022

Board Development & Evaluation

Purpose

To create strong and effective leadership and accountability, with an emphasis on evaluation and goal setting and review.

This process will enable the Board to better provide essential oversight and leadership of the Forging our Future transformation initiatives.

Highlights of 2020 Evaluation









Conducted evaluation of different aspects of board performance identifying areas of effective operation and development needs.

Conclusion: the Board has responded well to the special challenges of the past several years, but has not been able to provide coherent future planning.

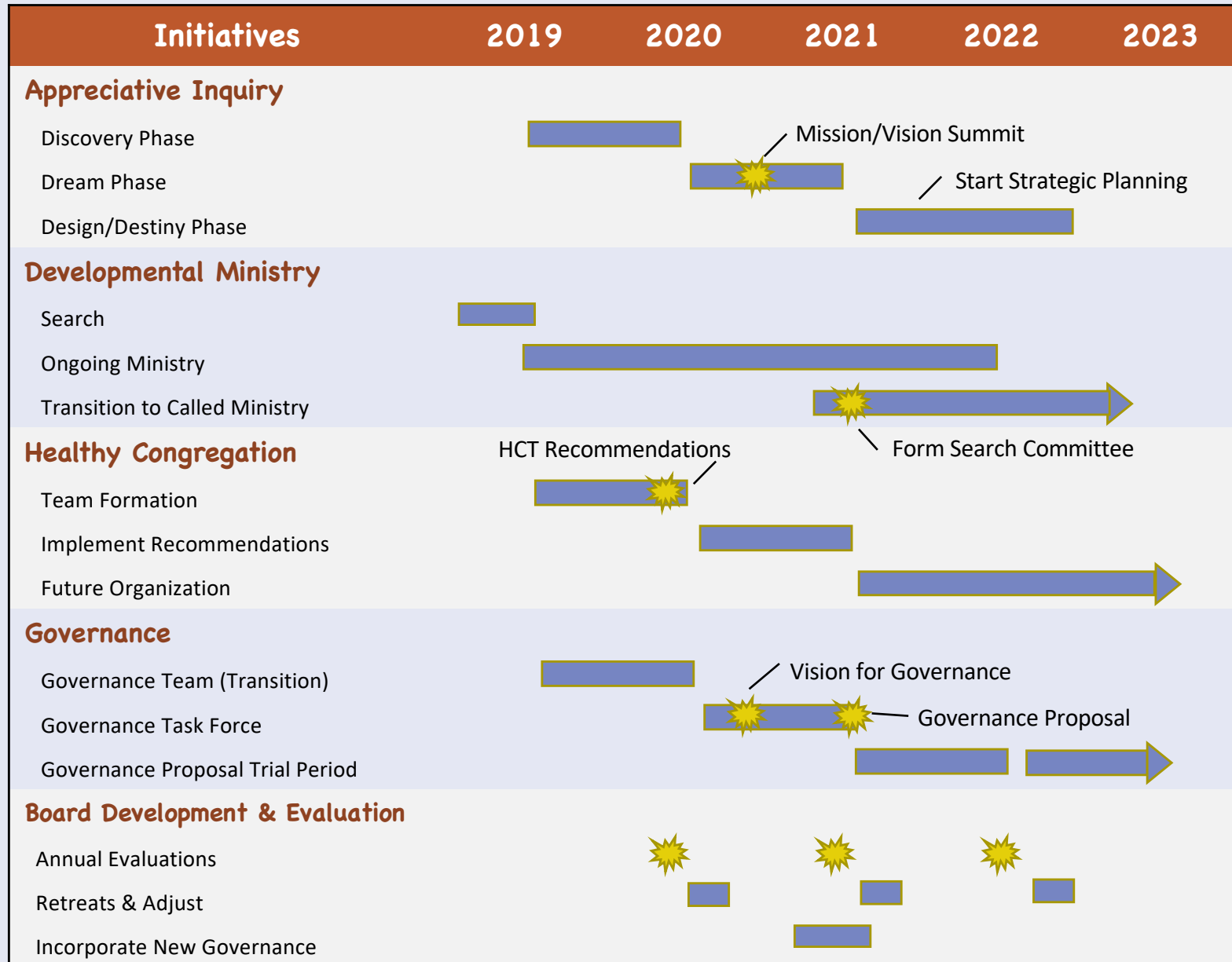
The big needs are:

- Articulate a vision & mission
- Connect decision making to a vision
- Provide board training & coaching
- Focus on the Big Picture

Board Development & Evaluation Annual Cycle

Activity	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
New members & officers installed												
Board retreat, training, planning												
Establish liaisons, evaluation committees												
Work with Congregation and implement Board plan												
Winter Congregational meeting												
Ministerial & Board evaluations												
Spring Congregational meeting												

Forging Our Future – Timeline



Forging Our Future

Ideas for Managing and Monitoring Our Progress

First Universalist Congregation

