

Values

- **Belonging:** a deep and joyous embrace of one another
- **Creativity:** open in approach, fostering individual gifts and talents
- **Transcendence:** transformation through experiences of the holy
- **Justice:** restoring wholeness by challenging inequality and collaborating in creating peace

Mission

The mission of the Unitarian Universalist Society of Greater Springfield is to realize the free and unrestricted development of the human spirit for the good of all.

Ends

The people of UUSGS:

Experience the holy and transform. We, as individuals:

- Within**
- Create space for the emergence of our whole, authentic selves.
 - Develop the spiritual resources to find and keep our balance.
 - Articulate our connection to Unitarian Universalist heritage and tradition.

Build connected, supportive community. We, as members of the congregation:

- Among**
- Ask for and receive companionship in times of joy, sorrow and transition.
 - Expand our talents and find our ministry.
 - Share and appreciate our diversity.
 - Develop leaders and broaden opportunities for leadership.

Act on our values, individually and collectively. We, as members of our communities:

- Beyond**
- Build relationships of friendship, mutuality and joy.
 - Build power and trust in authentic partnerships across barriers that divide.
 - Bring people together to direct positive social change.

These Ends have equal priority, and we will pursue them in such a way that we ensure UUSGS's sustainability as an institution.

Moral Ownership

The moral owners of UUSGS are all those who are invested in the free and unrestricted development of the human spirit for the good of all and who see UUSGS as one instrument for its realization.

Glossary of key terms:

UUSGS operates under a form of governance called policy governance. This type of governance includes several key terms of art whose meanings are important in understanding the overall function of the congregation, especially how decisions are made with respect to the overall mission. Below are some definitions:

Values:

These are the transcendent, timeless qualities of our religious community that we will carry forward into the future.

Mission:

Mission is our transcendent purpose. It is the overarching difference we are here as a congregation to make in the world.

Ends:

Ends articulate the specific, measurable differences we will make and for whom: within the people of the congregation as individuals; among the people of the congregation as a group; and beyond the congregation, out in the world.

Imagine ends as they relate to means. In policy governance, the congregation (via the Board of Trustees) is responsible for determining the Ends. The Board then delegates the means to the Minister, staff, and committees. This prevents micromanagement by the Board, while also freeing their energy to engage the most important issues related to the congregation's mission.

The Ends communicate direction to the people responsible for determining the means. Programs and services will be evaluated based upon how they make movement toward the Ends. For example, each year the Minister presents an annual plan to the Board based upon achievable goals related to the Ends. Once approved, that annual plan forms the basis of monthly reporting to the Board from the Minister and staff.

Moral Ownership:

Moral Ownership describes the congregation's connection - especially visible through its leaders - with its sources of authority and accountability. For example, who do we need to hear from to know whether we are making movement toward our Ends? The congregation, surely... but who else?



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