



To offer community for **transformation** **connection, renewal, and**

## **Ends Policy**

### **I. We will build a community of connection, renewal, and transformation.**

In covenant, based upon the principles of our Unitarian Universalist faith, First Universalist Church of Denver will build a community that **connects** the isolated individual, **renews** the world weary traveler, and **transforms** ourselves and our community. We will be a light in the world inspiring each of us to our highest potential. We will act courageously to build a more just community and world. To achieve these ends, we will build a sanctuary to house our growing community; give our resources generously; offer our talents freely; work for social justice fearlessly; and grow together spiritually, intellectually and emotionally.

#### **A. Facility**

First Universalist will transform its facility to support the programs, activities, and outreach of a growing congregation, while serving as a resource for Unitarian Universalist and community organizations. The facility will be well-designed and maintained with attention paid to functionality, aesthetics, and technology to maximize support of programming and ensure the long-term viability of the congregation. The environmental impact of the facility will be reduced through being a certified UUA Green Sanctuary and implementing other environmentally responsible programs.

#### **B. Stewardship and Financial Growth**

First Universalist will create a culture of generosity and growth within our congregation recognizing that enacting our Unitarian Universalist vision requires ample financial and human resources and a dynamic and growing congregation. We will be good stewards of these resources and wise leaders of an expanding church. As stewards and leaders we will be ever mindful that our work extends beyond First Universalist to the wider community, especially as it relates to the work of social justice and the vitality of the Unitarian Universalist faith.

### **II. Connection: We will find meaningful ways to nurture our church community.**

First Universalist will welcome the diversity of humanity to our religious home, value and respect each other and our guests, celebrate the traditions of Unitarian Universalism, and encourage active participation in the life of our church. While we do this in many ways, the four areas below are central to accomplishing our vision.

### **A. Pastoral Care**

The shared ministry of First Universalist Church will provide support and compassionate counsel to individuals within the congregation, addressing spiritual, emotional, and basic life challenges as they arise. A lay ministry program will supplement and complement the work of our ministers and will provide members with an opportunity to support others.

### **B. Small Group Ministry**

All participants at First Universalist Church will have opportunities to forge strong connections within the church through small groups. Affinity groups and covenant groups will be formed around common experiences, similar stages/events of life, shared interests or causes, and will provide support to group members and aid them in their search for truth and meaning. Small group participation will strengthen members' feelings of belonging and promote a deeper sense of connection. New members of First Universalist will be integrated into church life through personal contact and early association with a small group.

### **C. Membership**

First Universalist Church will provide a warm welcome to newcomers, support as needed, and encouragement to become involved in meaningful ways in the life of the church as time and interest permit, including the invitation to become a member. Newcomers and new members will have opportunities to learn more about Unitarian Universalism as they incorporate our religious principles and values as part of their ongoing spiritual growth. Members will be encouraged to deepen their participation in the life of the church and to engage in service to others, both within the church and in the wider community.

### **D. Volunteer and Leadership Development**

First Universalist Church will conduct leadership development programs and provide volunteer opportunities for lay leadership and participation within the church, the Mountain Desert District, the Pacific Western Region, the Unitarian Universalist Association, and in interfaith and community activities and organizations. All congregants will be encouraged to actively participate as volunteers in some capacity, to lead as they are willing, and to grow and find fulfillment in the process. Leadership training programs will be consistent with Unitarian Universalist principles, honor a wide range of experiences, and be accessible through a variety of learning modalities.

### **III. Renewal: We will revitalize ourselves and our community spiritually, intellectually, and emotionally.**

Our coming together for worship affirms our need for truth, hope, beauty, inspiration, and meaning in the world. First Universalist will serve these needs broadly through inspiring and moving worship; deep and reflective spiritual practice; rigorous and thoughtful exploration of Unitarian Universalist theology and history; challenging and critical discussion of contemporary ethical, moral and public policy problems; and through sublime and joyful music. Our intention is to provide for these needs through excellence in worship, music, and education.

#### **A. Worship**

In its role as a center of transformation, First Universalist Church will offer multiple, rich and moving worship services each week. Our worship will provide sustenance for all participants in their search for truth and meaning. Lay involvement in worship will reinforce connections within the congregation. Inspirational sermons and readings will strengthen the foundations of our faith and how we live it. Speakers — including our own ministers— will comfort us and also challenge us to live by our principles and fulfill our purposes as we go out into the wider world.

#### **B. Music**

The music program at First Universalist Church will enrich and enhance our experience of spirituality, community, and creative service. The music will be rich and inspiring, drawing from diverse musical traditions. At First Universalist, we will live the call of our church's mission by providing transformative musical experiences for our music volunteers and congregation. Music will be woven into all aspects of church life, caring community, gatherings, social justice, Faith Formation and Religious Education, and worship. First Universalist's music program will also reach out to the wider community, developing programs that will enhance the lives of our larger community, providing them with the opportunity to experience some of the highest quality music, with the goal of bringing connection, renewal and transformation.

#### **C. Religious Education for Children and Youth**

First Universalist Church will foster an environment of enrichment and development for its children. The religious education program will conduct rites of passage and other activities that recognize the changing relationship children have with our community as they progress through life. Children and youth will be introduced to the principles of Unitarian Universalism and will be guided by a curriculum designed to help them develop spiritually, and maintain their interest and involvement throughout their formative years. While the curriculum will include elements of conventional religious education, it will encourage innovative and novel approaches to learning. A robust environment of spiritual development will recognize the value and worth of diverse

traditions and beliefs. The religious education program will foster a culture that recognizes children as the future of our community by including them in regular activities of the church and fostering intergenerational connections and mentoring.

#### **D. Religious Education for Adults**

First Universalist Church will provide an ongoing program of diverse adult religious education offerings, which will engage the spiritual, emotional, intellectual, and ethical aspects of personal growth. Offerings will include the arts, religious exploration, life skills, spiritual practice, theological exploration, science and religion, philosophy, world religions, and social justice. Individuals will be invited and encouraged to lead courses or other similar activities as a way of sharing their gifts and facilitating their growth. Courses will be offered to appeal to and support people of all ages and in stages from young adults to seniors.

#### **IV. Transformation: We will proclaim our Unitarian Universalist values and work for Social Justice.**

First Universalist will live by its Unitarian Universalist principles and values through our actions in the larger world. By doing so we will work to bend the arc of society toward justice, learn to live by principle, and shine a steady light on our way of being in the world.

##### **A. Welcoming Congregation**

As a certified Welcoming Congregation by the Unitarian Universalist Association, we will strive for radical inclusion of all identities, backgrounds, and experiences.

##### **B. Social Justice**

First Universalist Church will encourage local, state, national, and global involvement in social justice activities. Lay leaders will seek ways to maximize the involvement of individuals within the congregation in meaningful activities that align with Unitarian Universalist principles. Social justice work will include education, community service, public witness, and systemic change. First Universalist will participate in interfaith and community coalitions to advance the work of justice in the wider world.