

UNITARIAN CHURCH OF LINCOLN

ENDS POLICIES

(Adopted by Board of Trustees as of November 27, 2006)

Mission, E1. We, the Unitarian Universalists of Lincoln, Nebraska will provide a religious community for our members and friends

- to nurture spiritual, intellectual, and emotional growth;
- to celebrate the individual worth of all human beings and life in all its diversity
- to promote caring and responsibility for each other and our children, the larger community and our environment; and
- to work for social justice, peace and a more humane world.

The cost shall not exceed the pledged support of the congregation and other budgeted income.

Facilities & Grounds Optimization

E2a. The church's buildings and grounds will offer attractive, inviting spaces, both inside and outside. They will be conducive to individual reflection as well as group activities. They will be aesthetically pleasing and well maintained.

E3a1. The church's building and grounds will be maintained in accordance with pre-established plans for landscaping and optimizing the use of the buildings at a cost not to exceed budgeted amounts.

Community Visibility, E2b. The church's principles, purpose and activities shall be made visible to the larger community:

1. We shall be champions of the ideas set forth in our Mission statement and set forth by the Unitarian Universalist Association, as well as of causes and projects adopted by church committees.
2. We shall lead and collaborate with other Lincoln churches and social action groups to promote the values we hold in common.
3. We shall monitor local and larger social issues in order to undertake actions our values inspire.
4. We will make our church facilities available to local and global organizations.
5. We will maintain a welcoming, informative and up-to-date website.

Sunday Services, E2c. The church's Sunday services will:

1. Be a catalyst for spiritual, intellectual and emotional growth.
2. Promote reverence, celebration and fellowship.
3. Draw upon the diversity of our church community and community at large for expressions of intellect, aesthetics, music and arts.
4. Celebrate and invite theological and spiritual diversity.
5. Attract those in the community who might find a home in the church.
6. Demonstrate the ideas set forth in our mission statement and the principles of the Unitarian Universalist Association.

Denominational Participation, E2d. Members and friends of the church will be informed about and encouraged to participate in the wider denomination, including the Prairie Star District and the Unitarian Universalist Association.

1. We will involve the congregation in a timely manner regarding Resolutions that will be voted on at the June General Assembly.
2. We will publicize the benefits of UUA and PSD membership, and advocate for Fair Share dues from the Lincoln Church.
3. We will work to provide partial payment of registration by the church for our full complement of delegates to UUA General Assembly and to PSD annual meeting.
4. We will inform the congregation of Denominational Affairs Committee activities throughout the year.

Religious Growth & Learning, E2e.

1. We will promote a model of lifelong religious growth and learning.
 2. Our religious education programs will weave the strands of our diverse church experiences into a tapestry that reflects a holistic approach to life-span growth and learning.
 3. We will provide intergenerational and aesthetic programming.
 4. We will promote understanding and articulation of a UU identity.
 5. We will foster a community that grows beyond tolerance to celebrate and invite diversity, both within our church and the greater community.
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Human Resources, E2f.

1. We will intentionally work to achieve and retain membership levels necessary to sustain the vision, programs, and operations of the church.
2. Church members and friends will find many ways to use their talents in service to the church community. Church members will be encouraged and supported to undertake appropriate church leadership.
3. Church-member leader development, selection and succession will follow intentional, open, and transparent processes.
4. We will strive to maintain a healthy and productive workplace for staff in which they are valued for their contributions and remunerated according to the Unitarian Universalist Association's Fair Compensation Guidelines.
5. In an effort to reflect the point of view of our congregational youth, we encourage church committees to engage youth members and friends as volunteers and committee members.

E3f1.

1. Church-member leader development will have necessary financial consideration in the annual budget.
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Financial Resources, E2g.

1. We will foster a religious community that demonstrates philanthropic generosity in support of the church.
 2. We will strive to meet or exceed the rates of annual giving per household exhibited by other U.U. churches in comparable cities in our region.
 3. We will maintain and preserve a healthy financial condition in accordance with UUA recommendations and generally accepted accounting principles.
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Support & Celebration, E2h.

1. Lay ministry and pastoral care will flourish.
2. The members and friends of the church will help us grow into a warm, welcoming, more diverse community.
3. Elder members will be supported as vital links to our past and shapers of our future.
4. Members and friends will enhance their sense of belonging and empowerment through small groups that meet spiritual, intellectual and/or social needs.
5. We will honor rites of passage that include New Member, Coming of Age, Croning, and Child Welcoming ceremonies; commitment services and weddings; memorial services; credo sharing.

