



UUCDC GROWTH THROUGH SERVICE

DEVELOPMENT TEAM DESCRIPTIONS

FOUNDATIONS

Description	<p>Service is a cornerstone of Unitarian Universalist identity, and of UUCDC membership. Through service, not only do we play our part in healing our broken world, but we also find the opportunity to grow our own faith and spirituality, and to enhance our relationships with others. The Growth through Service (GTS) program will enable the UUCDC better bring service opportunities to our members that are fulfilling, feed our passion, and grow our souls. Our members will then joyfully serve, gaining a deeper connection to our faith and our church.</p> <p>This team will design, develop and implement a technology solution, ideally using the current UUCDC database, to collect, store and report on all GTS data (personal planning discussion information and service opportunities). The goal is to create a process that minimizes volunteer workload, increases the ability to manage data and store/report/optimize information to effectively enable matching of personal passions to service opportunities.</p>
Team	Joe M and Rina J
Outputs	<ul style="list-style-type: none"> – Database design and development (plan is to use the existing Church database) <ul style="list-style-type: none"> • personal planning interview data • service opportunity description data • with appropriate security considerations <ul style="list-style-type: none"> * consider how data can be associated with member record data – Report design and development <ul style="list-style-type: none"> • personal plan • service opportunity description • data matching • status monitoring – Technical documentation for data entry and reporting – Train the Growth Through Service team members
Timeframe	<p>4 months with 4 phases that cover the outputs as follows:</p> <ul style="list-style-type: none"> – Phase 1: review Church database – Phase 2: meet with personal planning team, determine infrastructure to be used – Phase 3: development and testing – Phase 4: train Growth Through Service team (won't happen until team in place)
Qualifications	<p>Ideal team should be made up of people with the following skills/experience:</p> <ul style="list-style-type: none"> – General technical expertise – Database experience – Report design and development
Reporting Line	GTS Project Leads



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MIGRATION

Description	<p>Service is a cornerstone of Unitarian Universalist identity, and of UUCDC membership. Through service, not only do we play our part in healing our broken world, but we also find the opportunity to grow our own faith and spirituality, and to enhance our relationships with others. The Growth through Service (GTS) program will enable the UUCDC better bring service opportunities to our members that are fulfilling, feed our passion, and grow our souls. Our members will then joyfully serve, gaining a deeper connection to our faith and our church.</p> <p>In order for a service opportunity to be fulfilling for the congregation member, she/he needs the ability to be successful in her/his service role. It is incumbent upon us to set up each congregation member for success to the best of our ability. Part of defining what success looks like for a particular role is defining when the role ends. As such, we need to establish policies that define term limits for more than just the Board, the LLC Chair, and the Endowment Committee.</p> <p>This team will research and suggest how we can introduce term limits across all leadership positions (including ministry team leaders and committee chairs) in an effort to reduce burnout, ensure a rich set of experiences, and give the opportunity for more members to be engaged in the church. Additionally, this team will determine what it will take to move the Nominating Committee into the Growth Through Service team.</p>
Team	Bob B and Jane S
Outputs	<ul style="list-style-type: none"> – Policy change recommendations – Shepherd through approval process
Timeframe	<p>3 months actual time (tied to bylaws revision timeline):</p> <ul style="list-style-type: none"> – Phase 1: Develop an approach to manage terms – Summer break – Phase 2: Identify and propose wording for changes to bylaws regarding Nominating Committee
Qualifications	<p>Ideal team should be made up of people with the following skills/experience:</p> <ul style="list-style-type: none"> – Understanding of UUCDC bylaws – Understanding of UUCDC structure and operations
Reporting Line	GTS Project Leads
Collaborators	<ul style="list-style-type: none"> – TIME Team – Growth Through Service team – UUCDC Bylaws revision team



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Multi-Generational/Cultural Lens

Description	<p>Service is a cornerstone of Unitarian Universalist identity, and of UUCDC membership. Through service, not only do we play our part in healing our broken world, but we also find the opportunity to grow our own faith and spirituality, and to enhance our relationships with others. The Growth through Service (GTS) program will enable the UUCDC better bring service opportunities to our members that are fulfilling, feed our passion, and grow our souls. Our members will then joyfully serve, gaining a deeper connection to our faith and our church.</p> <p>To further us in our goal to become a truly multi-generational and multi-cultural congregation, this team will apply a multi generational and multi cultural lens to all aspects of our GTS program development.</p>
Team	Donna H, Mary Beth H and Rich C
Outputs	<ul style="list-style-type: none"> – Research what the UU definition of the characteristics of a multi-generational and multi-cultural congregation – Input to the other program teams with recommendations for program design and implementation
Timeframe	<p>5 months with 3 phases that cover the outputs as follows:</p> <ul style="list-style-type: none"> – Phase 1: Perform research – Phase 2: Input to first draft of forms, plans, documents and messages – Phase 3: Participate in launch and program uptake
Qualifications	<p>Ideal team should be made up of people with the following skills/experience:</p> <ul style="list-style-type: none"> – Experience with multi-generational communities – Experience with multi-cultural communities – Process design
Reporting Line	GTS Team Leads
Collaborators	<ul style="list-style-type: none"> – Personal Planning Team – Foundations Team – TIME Team – Leadership Development Committee



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DEVELOPMENT TEAM DESCRIPTIONS

Personal Planning

Description	<p>Service is a cornerstone of Unitarian Universalist identity, and of UUCDC membership. Through service, not only do we play our part in healing our broken world, but we also find the opportunity to grow our own faith and spirituality, and to enhance our relationships with others. The Growth through Service (GTS) program will enable the UUCDC better bring service opportunities to our members that are fulfilling, feed our passion, and grow our souls. Our members will then joyfully serve, gaining a deeper connection to our faith and our church.</p> <p>At the core of the GTS program is the personal planning process. This team will design the form and process and provide training to enable the Growth Through Service (GTS) team to capture information on the members’ passions as well as service opportunities from Committee Leads and enable successful matching.</p>
Team	Jean W, Jody M, John J and Mary C
Outputs	<ul style="list-style-type: none"> – Personal Planning Form to collect personal planning discussion information: <ul style="list-style-type: none"> ○ captures skills and passions, availability, and RE needs – Service Opportunity Form to capture information from Committee Chairs on service opportunities: <ul style="list-style-type: none"> ○ capture what success looks like for the opportunity and term limits – Plan on how to conduct personal planning discussion <ul style="list-style-type: none"> ○ identify people to have personal planning discussions ○ how discussions be scheduled (dates and who will conduct interview) ○ how/who will capture info and get it into database ○ when personal planning discussions are due again (flagging process) – Guide to lead personal planning discussion with member – Training Program to train GTC team members and Committee Chairs – Process to capture service requests in the database and match to positions with plan to test to ensure accuracy and process ease – Metrics for GTC team to continual gauge health of GTS program – Reports for matching and recording/identifying people for discussion, etc.
Timeframe	<p>5 months – 5 phases that cover the outputs as follows:</p> <ul style="list-style-type: none"> ○ Phase 1 : first draft of forms and plans and documents reviewed ○ Phase 2: meet with foundation team and revise forms and plans ○ Phase 3: personal planning discussion guide ○ Phase 4: define and design metrics and reports ○ Phase 5 train GTC team members
Qualifications	<p>Ideal team should be made up of people with the following skills/experience:</p> <ul style="list-style-type: none"> – Process design – Interviewing – Training – Personal spiritual development/journey
Reporting Line	GTS Project Leads



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TIME: Teach Inspire Mobilize Empower

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Team	Bill C, Joan K, Laurie C and Mark B
Outputs	<ul style="list-style-type: none"> – Communications plan – Effective implementation of the communication plan
Timeframe	6 months
Qualifications	<p>Ideal team should be made up of people with the following skills/experience:</p> <ul style="list-style-type: none"> – Change management /organizational change/ culture change – Marketing and communication – Understanding of the current UUCDC culture – Reputation as an effective leader – Someone new to UUCDC leadership (to model that ownership of this initiative’s vision exists beyond the established leadership)
Reporting Line	GTS Team Leads
Collaborators	<ul style="list-style-type: none"> – Personal Planning Team – Multi-Generational /Cultural Lens Team