

GROWTH THROUGH SERVICE COMMITTEE CHARTER

March 31, 2024

Statement of Theological Grounding

As Unitarian Universalists, we live out our faith through our service to others. True spiritual growth in our congregations often arises through our connectedness with others and through serving a higher purpose that is greater than our own individual needs. In this context, service to our church community becomes a sacred experience, one in which our relationships are defined by a sense of caring, respect, commitment, and responsibility.

The Purpose of the GTS Committee

The **Growth through Service (GTS)** program enables UUCDC to better bring to our members service opportunities that are fulfilling and feed their passions. Through this process, we hope that our members will joyfully serve and gain a deeper connection to our faith and another. We aim to increase the number of people who are part of running all of our programs. Beyond the benefit of shared leadership, though, is the shared ownership that happens when more people are engaged at whatever level they are able.

Process of the GTS Committee

Each congregation member is invited to have a conversation with a GTS team member to discuss their spiritual growth and identify how service is meaningful to them. Not every conversation will result in someone taking on a service: some new members prefer to wait awhile before they take on roles. The goal is for all of us to share our paths toward a fulfilling life and our church's role in that journey. Conversations are confidential.

New members of UUCDC will:

1. Share a conversation with a GTS committee member, one-to-one, as a couple or with a group, to explore their spiritual journey and the role of service in their lives.
2. Consider service opportunities that match a member's interests, skills and available time.
3. When they are ready, take on a service opportunity that serves the church and facilitates personal and spiritual growth, for the benefit of the community and mission of UUCDC.

Current members will participate in a conversation every three to four years to assess how their roles in the church have fulfilled some of their spiritual needs.

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Leaders who have completed their term of leadership will participate in an exit conversation to help the GTS team assess the effectiveness of the match, and glean information about the role that will help future leaders.

Chair of the GTS Committee

The chair of the GTS Committee will be elected in accord with the guidelines provided by the UUCDC By-Laws.

Members of the GTS Committee

Members of the GTS Committee will be chosen by the guidelines provided by the By-Laws and policies of UUCDC.

Committee Meetings

Meetings will occur monthly for no less than ten months during the year, or as needed, to address the needs for volunteer engagement at UUCDC and identify potential matches.

Duties of the Committee Chair

The chair of the GTS Committee will lead meetings of the Committee, provide minutes of the meetings, and communicate with the Board President, Minister, and staff members, as needed, to help address the volunteer needs of the church.

The Scope of work of the GTS Committee

The GTS team is obligated to identify volunteers for all elected positions. Their task is not to fill every volunteer role that exists or those that may arise. The GTS team will provide to leaders, the Minister and the staff a list of potential volunteers whose skills and interests appear to match the demands of the role. The Minister and staff, (under the guidance of the Minister) may create teams and task force groups as needed and appoint chairs of those teams and groups as they see fit and appropriate.

The GTS Committee will continue its work in conjunction with our 2024 policy governance system as it aids in matching church members with opportunities for service.

Adoption of the Charter

Reviewed by GTS Committee on March 31, 2024 by Mary Clinton
[Date] GTS Chair

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Reviewed by the Board on April 15, 2024 by Marilyn Huff
[Date] Board President