

## Typical Transformational Milestones for Congregations in Transition

**Working together, we will:**

***Heal griefs and conflicts while also claiming and honoring your past.*** It is hard to move forward without the collective understanding of who you have been, the struggles you have shared and overcome, those struggles that hold you back, and the self-awareness of the recurring “ways of being with one another” that exist in the congregation.

**Come to terms with your unique identity, your strengths, your needs, your challenges.** In this process, you will describe for yourselves what it is that you are good at, where you need help, and discern for yourselves the preferred qualities you want in your leadership, particularly the minister.

**Clarify the multiple dimensions of congregational leadership, both ordained and lay, and learn how to navigate the shifts in leadership that accompany times of transition.** In this process, you will evaluate the effectiveness of your organizational structure, the ways in which you fill lay leadership positions, and the named and unnamed relationships between ordained and lay leadership.

**Renew connections with available resources, within and beyond the UUA.**

Here we will seek out curricula, counsel, and other resources that will strengthen the congregation now and in the future.

**Renew your vision, strengthen your stewardship, prepare for transitions in leadership, and engage your future with anticipation and zest.** Here we would, together, develop a common understanding of your future and strengthen your care of each other and of your religious community, so that no matter who your minister is, you have a sense of clarity about what your purpose is and reason for existing; thereby making transitions in leadership and ministry, smooth.

### Specific Goals that Will Help MUUS Achieve Milestones (others may evolve)

- Working together to develop a **congregation-wide covenant** that establishes how it is that you, as members of this congregation, intend to be with one another, regardless of your theological or philosophical beliefs . . . naming the ways you will support one another in your spiritual journeys, aspire to manage and grow from conflict, acknowledge the needs of the congregation as a whole, and claim your transforming role in the larger community as an instrument for justice.
- Working together to **strengthen your small group ministry covenant groups.**
- Working together to **strengthen** other parts of the congregation such as **leadership development and religious education.**
- Working together with UUA Social Justice Empowerment trainers to help this congregation name, for a given period of time, its particular focus for **justice work** as a whole congregation, while also affirming the value of individual member’s passions for particular social justice and community building activities. As a UUA Social Justice Empowerment Trainer, I can assure you that this is possible and, done well, can strengthen the health of this congregation, giving it new vision and purpose.
- Conduct and integrate into a **visioning process**, an **internal survey** (available through the UUA) to name the values and needs of the individual members of this congregation; and, an **external demographic survey** (also available through the UUA) that tells you what the needs and opinions are of the larger community. Thereby helping you determine what the fit is between this congregation’s developed identity and vision, and the larger community’s needs. These surveys are important to understanding who you are, what the market is for Unitarian Universalism in this area, and what you might offer to others who are looking for a place like MUUS.