



# HOLISTIC VISIONING

—  
2023

**Unitarian Universalist  
Congregation of the  
Grand Valley**

# WHAT IS HOLISTIC VISIONING?

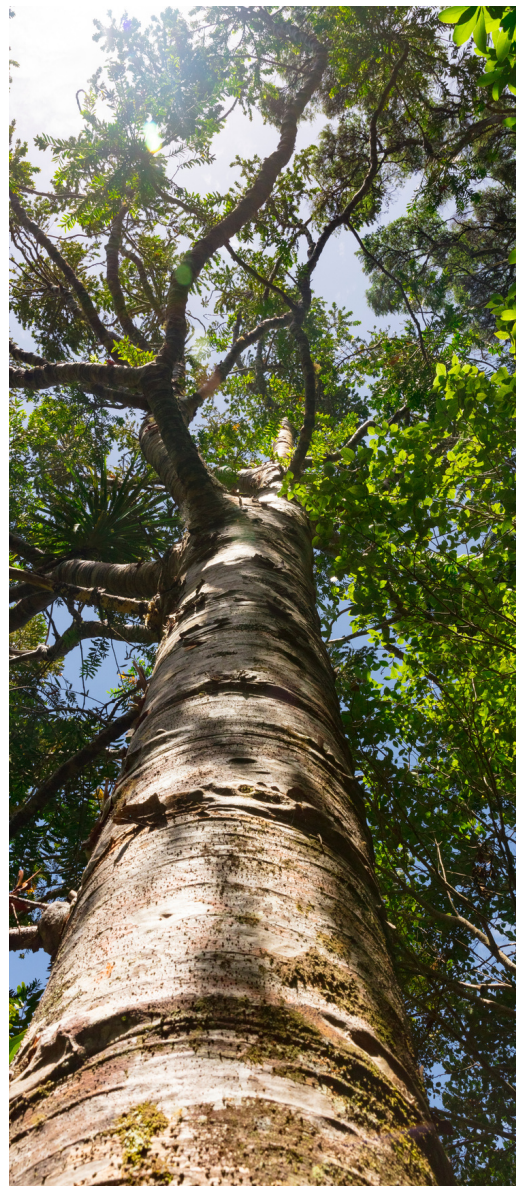
Holistic Visioning is an effort to align UUCGV around resources and priorities for the next five years. A holistic vision considers whole systems, including resources that are available or could be developed, gaps and barriers, opportunity costs, and systems the UUCGV is a part of and is impacted by.

The goal of the March 5, 2023 holistic visioning workshop was to facilitate a conversation that would give UUCGV the information it needed to create vision statements with the following formula:

*We do [Actions and Impacts] with [Resources] because [Values].*

## Your hosts:

KEVIN & SHAE LYNN WATT



# 5 - YEAR CHANGES

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COVID-19 wrought changes for UUCGV on a personal and institutional level. The way we gather shifted, even after we were able to return in person. The needs in our community grew, and membership fluctuated within the UU.

## MEETING BASIC NEEDS IN OUR COMMUNITY

Compared to 5 years ago, our community has more people whose basic needs go unmet, and these unmet needs are more visible and talked about in our community. UUCGV has come to be recognized as a hub for responding to these needs, sometimes recognizing our actions, and sometimes misattributing the actions of others to the congregation. This has built the reputation of UUCGV in a way that both attracts people willing to help, and creates a lightning-rod effect for people who are unhappy with these efforts.



**Insight:** There is institutional and personal grief to process from these changes. How can the congregation express this grief and heal intentionally, together?

## MEMBERSHIP

Membership dipped during COVID, but numbers have recovered to pre-COVID levels. We recognize that this recovery is a significant accomplishment, but we also recognize that our goal was and continues to be to grow our congregation. We are happy to welcome the new members who found us during and after COVID.

## GRIEF

We are grieving personally and as an institution. We were impacted by the deaths of people we cared deeply about in this congregation during COVID.

People who were instrumental in keeping the UU active had to move to other communities.

Many of the people who moved or died were in leadership roles or were counted on to show up and know how to do things.

# RESOURCES

A holistic vision must align with available or attainable resources. As we decide what actions to take and what impacts we will try to have, we must first take an honest inventory of our available resources and those we might be able to access through growth or partnership.

The March 5 workshop identified the following available resources at UUCGV:

## PERSONAL OFFERINGS

These answers came from the pre-workshop survey asking "What are some of your strengths and gifts that contribute to the health and vibrancy of UUCGV?"

- Financial Support
- Music
- Making people feel welcome
- Inclusiveness
- Open Mind & Open Heart
- Special Events Coordination
- Enthusiasm
- Teaching

## TRANSPORTATION

- Transportation has been a historical barrier and may limit opportunities to provide diverse programming for youth.
- This is also an opportunity for congregational participation

## EDUCATION

- Children's Religious Education
- Choir
- OWL
- Groups - many groups that fit into the education category are taking a break due to membership and leadership gaps

## PEOPLE/ROLES

- About 160 people in the congregation
- Minister
- Music Director
- Director of Religious Education
- Facilities Manager
- Pianists
- Admin
- Board of Directors
- TLC/REL

- Missing Roles:



- Staff Openings
- Team Leadership Openings
- Team Membership Openings

## SPACE

- Sanctuary
- Meditation Space
- Downstairs (space to gather and eat, including hosting meetings)
- Adjacent to Community Garden
- Location (central, safe, good parking)
- Kitchen
- Classrooms
- Offices
- Parking Lot
- Patio
- Blessing Box
- Signage

## PARTNERS & REPUTATION

- Grand Valley Interfaith Network
- Library
- Grand Valley Peace and Justice
- Mutual Aid
- CIRC
- New Dimensions
- Catholic Outreach
- Together Colorado
- Discovery Garden
- Western Colorado Alliance
- Black Lives Matter

# RESOURCES

These resources are the tools that can be leveraged to accomplish the Actions and Impacts discussed in the next section. Recognizing the diversity and abundance of resources (beyond things like people-hours and dollars) can help draw attention to work that is done through other channels, like supporting a meaningful partnership or offering space to see a partner organization's work succeed and help us realize an impact we want in the community.

## UUCGV is rich in some resources, and feeling strained in others.

When the 19 participants were polled about how they are able to offer their time, 15 said they can participate in on going, planned meetings (though their frequency varied, with some saying once a week was attainable, and others saying once a month was what they could muster). 16 said they could participate in events or other projects with a defined start and end time, and 7 said they have intermittent availability to apply to a need that pops up. This is a fairly robust distribution of time availability.



**Insight:** When asking for volunteers, ensure the type of commitment is clear.

# ACTIONS AND IMPACTS

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Participants in the March 5 workshop brainstormed a list of potential actions and impacts that would align with the UUCGV's values and mission. Participants then voted by placing a limited number of colored dots next to these items to indicate how aligned and resourced they felt these actions/impacts were.

Votes are displayed in different ways over the next four pages. The first is a summary of all votes. Items that fall high on this list have strong overall support. In the charts that follow, actions and impacts are ordered within each vote type - illuminating the different ways UUCGV members see opportunities to participate. Sometimes, the overall priorities look different than the types-of-support priorities.

For example, although “Fostering a welcoming community” falls into the 9th spot on the overall chart, the participants see it as an opportunity to “Grow and Develop our Resources,” since it takes the top spot in that category.

## **INSIGHT: SOCIAL ACTION**

Clearly UUCGV values social action. In order to think about social action at a level of detail that is actionable, we split Social Action into four categories - participation, hosting, support, and advocacy & leadership. If we add together all the votes for *any* type of social action, that category would rise to the top priority action.

It's also important to note the kind of votes given to social action. Out of 33 votes for social action, 70% fell in the “help others who do it well.” Similarly, across all categories, 70% of the 34 “help others who do it well” votes were placed in a social action category.

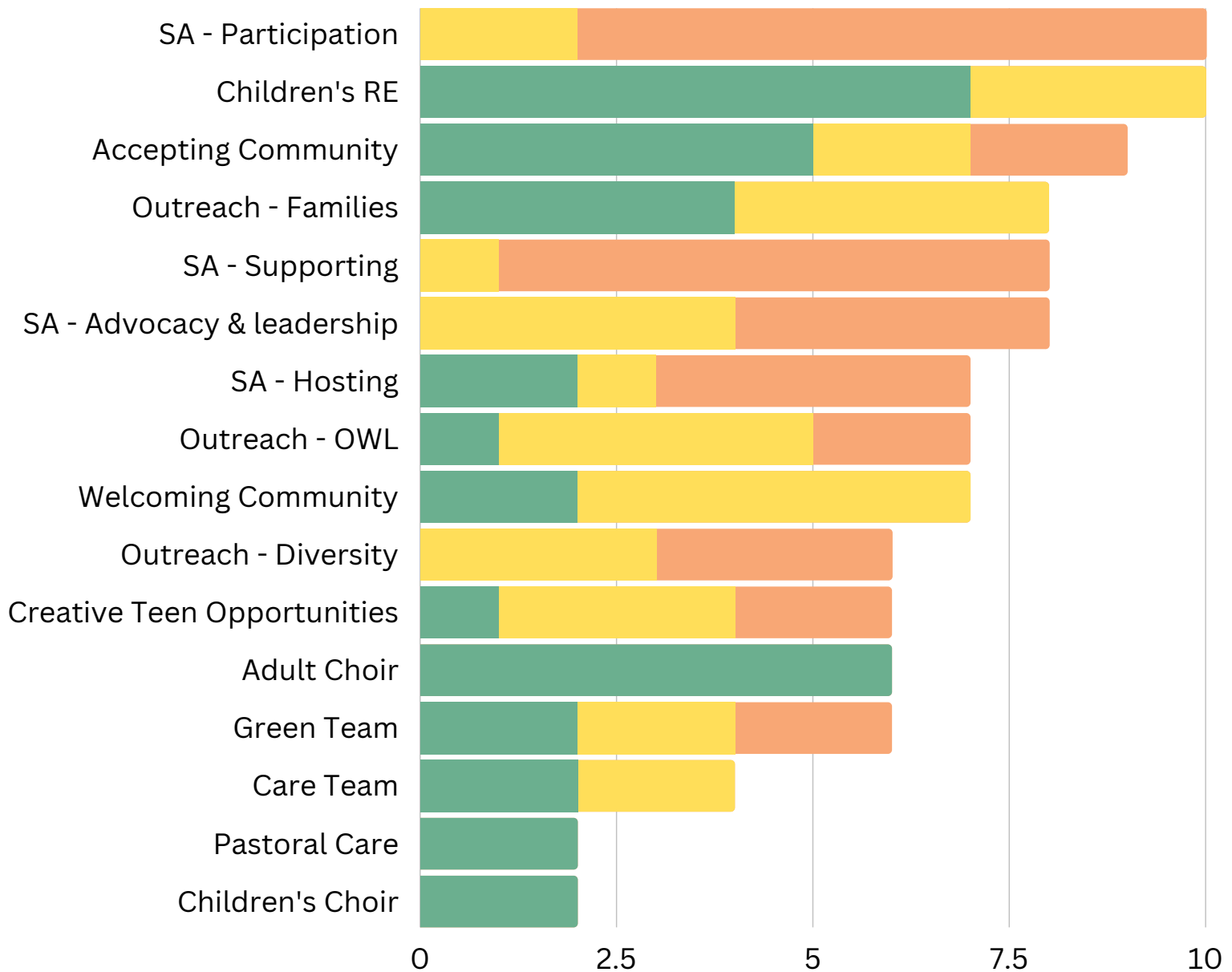
## TOP 3 ACTIONS AND IMPACTS

- Social Action (SA) - Participation in Community Events
- Children's Religious Education (RE)
- Fostering an Accepting Community at UUCGV

None of the brainstormed actions received fewer than two votes - this strongly suggests that UUCGV isn't currently putting resources towards activities that aren't a priority for at least some members.

The number of votes reflects an *ordered* priority. When an action has few votes, it means people felt that something else was more aligned with the church's value and mission and had available or potential resources to succeed, not that they didn't value the work being done in that category.

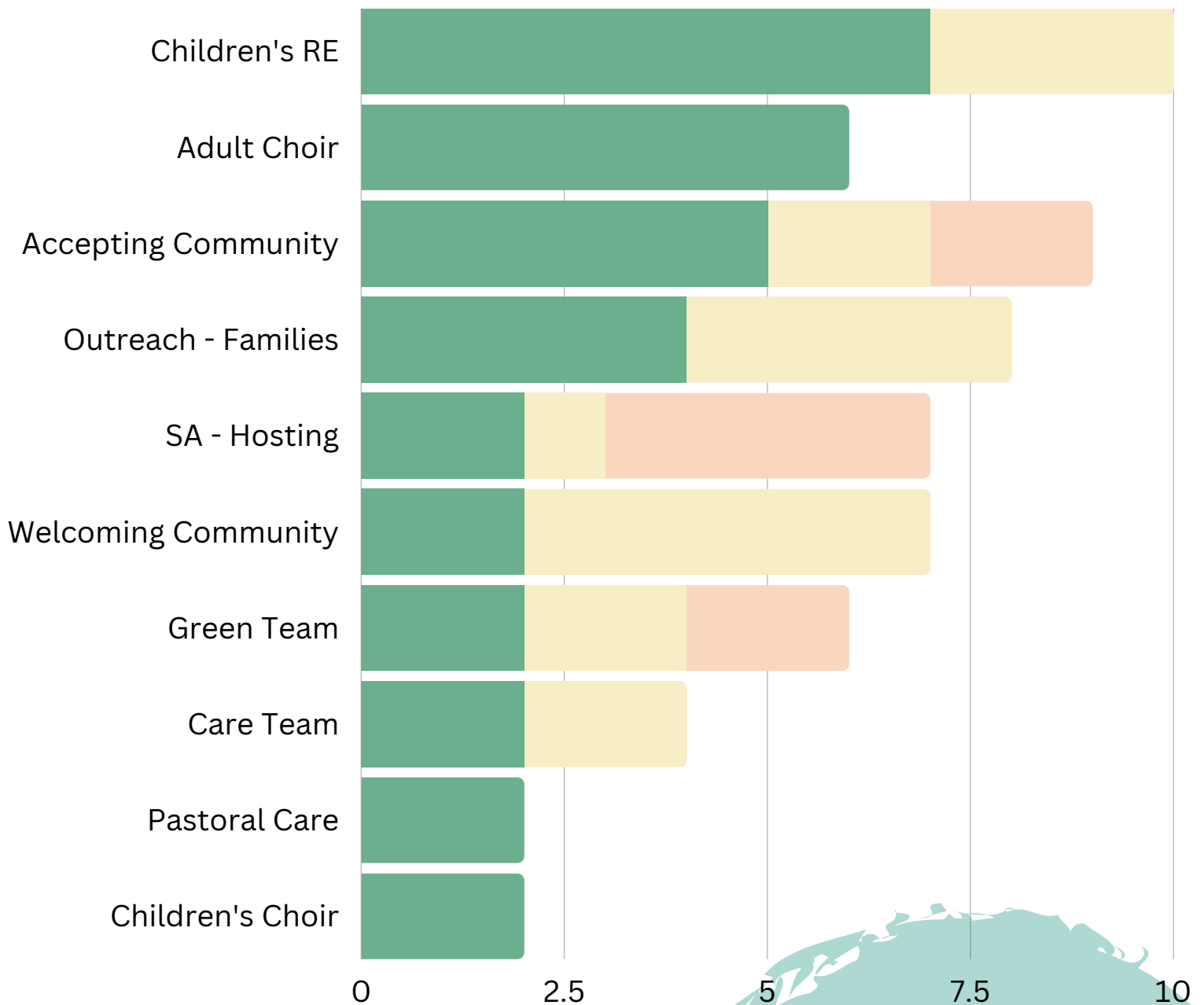
## Action and Impact Priorities





# Action and Impact Priorities

## "Use our Resources"

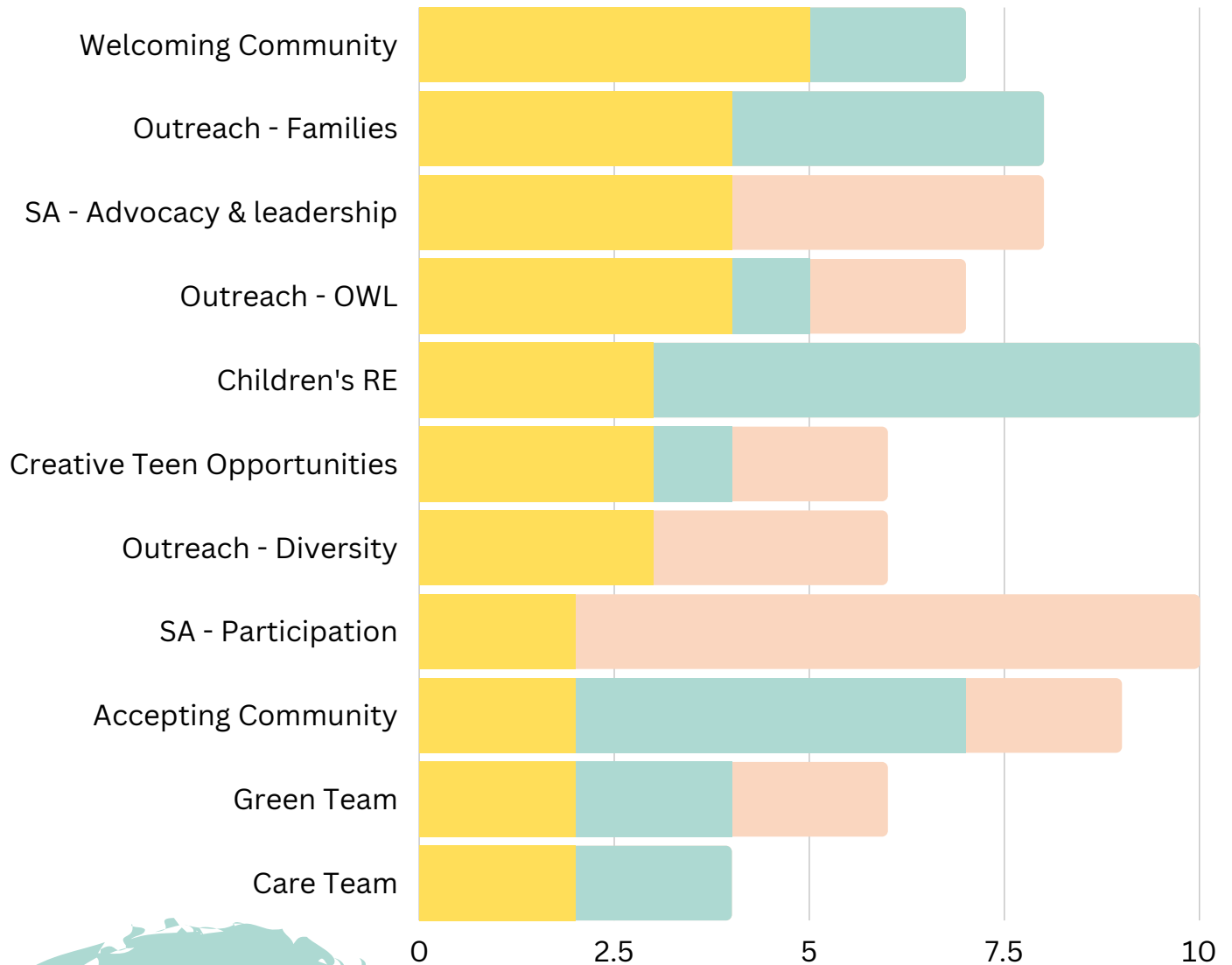


**TOP 3**  
**"USE OUR RESOURCES"**  
**ACTIONS & IMPACTS**

- Children's Religious Education (RE)
- Adult Choir
- Fostering an Accepting Community

# Action and Impact Priorities

## "Grow and Develop our Resources"



### TOP 4

### "GROW RESOURCES" ACTIONS & IMPACTS

- Fostering a Welcoming Community
- Outreach - Families
- Social Action (SA) - Advocacy and Leadership
- Outreach - Owl



## TOP 4

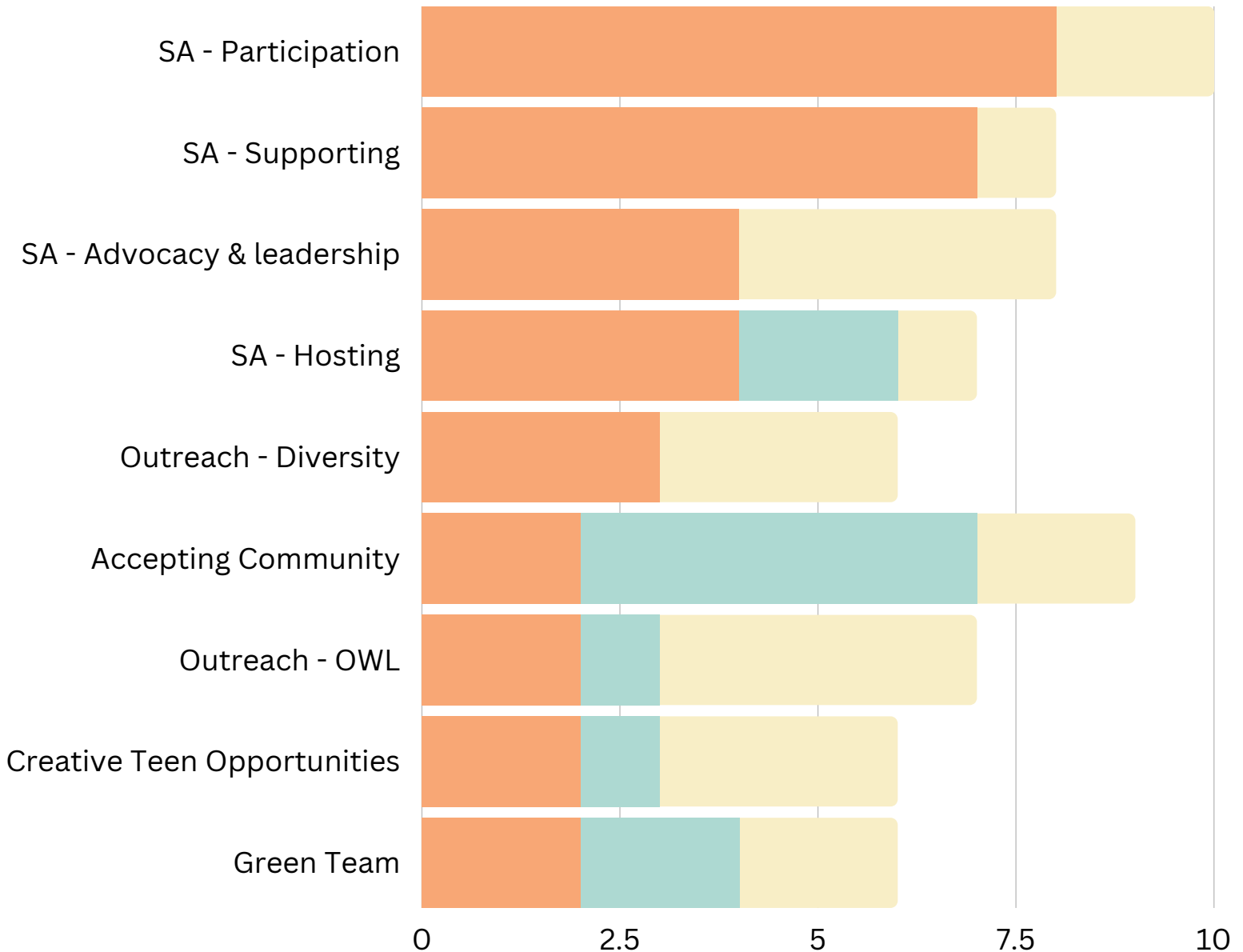
## "SUPPORT OTHERS"

## ACTIONS & IMPACTS

- Social Action (SA) - Participation: Involvement in community events
- Social Action (SA) - Supporting Partners' Efforts
- Social Action - Advocacy and Leadership
- Social Action - Hosting Partners in our Space

# Action and Impact Priorities

## "Support others who do it well"



# OUR VALUES

We are a very diverse group of people theologically. We do not require adherence to a creed or dogma. UU's can be Christians, Jews, Buddhists, Atheists, Humanists, Pagans, etc. Often you will find an eclectic mix of many spiritual beliefs. What we have in common is a yearning for spiritual exploration, and a desire for a spiritual community.

-UUCGV Website

## We Affirm and Promote:

1. *The inherent worth and dignity of every person;*
2. *Justice, equity and compassion in human relations;*
3. *Acceptance of one another and encouragement to spiritual growth in our congregations;*
4. *A free and responsible search for truth and meaning;*
5. *The right of conscience and the use of the democratic process within our congregations and in society at large;*
6. *The goal of world community with peace, liberty, and justice for all;*
7. *Respect for the interdependent web of all existence of which we are a part.*



# VISIONING PHRASES

Below are several examples of visioning phrases that we can use to inform next steps such as setting budget priorities and allocating the time of staff and volunteers. The leadership team at UUCGV may use these phrases, or may use the information from this report to develop additional or alternative phrases to steer the next five years of impact at UUCGV.

We **explore spirituality through music** by dedicating **staff and member time** and **financial resources** to our choir because we **encourage spiritual growth in our congregation**.

We **engage in social action in our community** by offering **our time and space to partners** making an impact because we believe in **justice, equity, and compassion in human relations**.

We **seek to foster a welcoming community** by expanding our skills and growing our resources to **attract a diverse congregation** because we believe in **the inherent dignity of every person**.

**Green circles** implement current resource use.  
**Yellow circles** seek to grow and develop resources.  
**Orange circles** emphasize supporting partner work.

# VISIONING PHRASES

We seek to grow our congregation of families through robust offerings for youth with children's religious education, staff time, member time, and space because we believe children are critical to the creation of a world community with peace, liberty, and justice for all.

We intend to expand participation in OWL by identifying appropriate partners and developing marketing materials because we value the inherent worth and dignity of every person.

We dedicate staff and member time in our gathering spaces to the goal of creating a loving and accepting UUCGV community because we value acceptance of one another.

**Green circles** implement current resource use.

**Yellow circles** seek to grow and develop resources.

**Orange circles** emphasize supporting partner work.