

ENDS – Includes Mission, Vision, and Ends Statements

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ENDS (EN)

EN-1. Mission (Approved 5-20-12, Reaffirmed 6-2-19)

Welcoming, Growing, Leading

Welcoming everyone
Growing in mind and spirit
Leading in social justice

EN-2. Vision (Approved 6-4-17)

We strive to be a compassionate congregation, guided by our Unitarian Universalist principles.
We are a strong and vital fellowship where connections are important,
questioning is encouraged, and traditions are built and honored.

Welcoming Everyone

We will engage deeply in the challenging work of examining our own assumptions,
biases and privilege.
We will reach out to each other and the wider, borderless community
with radical kindness and hospitality.

Growing in Mind and Spirit

We will actively strive to live our best, most meaningful lives through
personal spiritual practice and involvement in congregational life.
We will be a community that fosters intellectual curiosity
and nurtures the spirit among people of all ages.

Leading in Social Justice

We will have the courage to act, both individually and collectively,
to build a more just and equitable world.
We will have the wisdom to know when to lead, and when to follow the lead of others.

EN-3. Ends (Revised 4-17-2018)

Rooted in our Unitarian Universalist identity, the people of the Fellowship embrace our collective responsibility to live our values within and beyond our walls. Across the lifespan, we:

- Love each other in times of joy, sorrow, and transition
- Live a life of purpose, rooted in spiritual practice, service, and wonder
- Create a culture of radical hospitality and compassion
- Form deep and authentic relationships across differences
- Are a visible presence and resource, courageously challenging injustice and inequity

- Work to end discrimination and systemic racism within ourselves, our congregation, and the world around us
- Generously share our time, talent, and treasure, in a spirit of joy and abundance

EN-4. Moral Ownership (Approved 4-18-06)

The moral ownership of the Fox Valley Unitarian Universalist Fellowship is its congregants.

EN-5. Primary and Secondary Stakeholders (Approved 4-18-06; Amended 3-17-2020)

In accordance with its vision, the Fellowship will prioritize its planning and resources toward:

A. Primary Stakeholders

1. Congregation
2. Visitors
3. Potential congregants
4. UU Congregations we intentionally support
5. Groups we intentionally support

B. Secondary Stakeholders

1. The community at large including external social justice organizations, and other congregations
2. Vendors and other commercial and professional contractors

EN-6. Planning (Approved 4-18-06; Amended 6-26-14; Amended 3-17-2020)

The Board, Executive Team and congregation shall regularly engage in planning as specified in the Board-approved planning model.

A.

1. In accordance with the Fellowship's policy governance model, the Mission, Vision, and Ends will be reviewed and revised or reaffirmed at least every 5 years.

B. Monitoring Plan

1. The Executive Team reports to the Governing Board monthly on Ends and Executive Limitations per the Board's perpetual calendar,
2. The Governing Board monitors compliance with Executive Limitations and progress toward ends.