

2018-19 CHARTER for Lifespan Integration Team

Section A: Name

1. What is the name of your group? Lifespan Integration Team (LIT)

Section B: Purpose

1. What is the purpose of your group? The LIT will work closely with the Director of Lifelong Learning and the RE Programs Coordinator on overseeing the ways in which faith development and learning needs of all ages are being met at East Shore. The Team will identify any “holes” in programming and work to address them.
2. How is your work related to one or more of our Unitarian Universalist Seven Principles? They are listed in the Overview Section above. Faith development and lifelong learning is crucial to the spiritual growth of Unitarian Universalists in general and in particular in putting into action all Seven Principles. The Tapestry of Faith curriculum especially weaves all seven principles into all programs.
3. How does your group connect with East Shore’s Mission and Vision? Please see the Mission listed in the Overview Section above. The full Vision based on the Mission can be found at www.esuc.org under Governance and Bylaws. The religious education programs for all ages will affirm ESUC’s mission/vision in one way or another. We practice love through affirming the inherent worth and dignity of all and adapting our programs for special needs people of all ages. We explore spirituality each week through story and worship. We build community when we gather together for the Story for All Ages and through our RE classes. We promote justice when we look outside of ourselves and learn about the inequities that exist in the world and empower ourselves and each other to make a difference when and where we are able.
4. In order to intentionally live our mission in our daily team work, a set of Right Relations guidelines is recommended for all Committees and Teams. Do you have an agreed upon set of guidelines? If not, please develop one this year. The Right Relations Committee will assist you as needed. We will work on this and develop one by next year.
5. What relationship does your group have, if any, to the 2018/19 Goals? (See Goals adopted by Board document)

2. Developmental Ministry Goals

During the tenure of the Developmental Minister, we will:

- Inspire a healthier culture at East Shore
- Grow membership

The LIT will support this goal through the programs we offer for all ages. For example, each class from Preschool to High School have a covenant which each group develops on their own each year. This covenant helps create and maintain standards for how participants treat others and this affirms a healthy culture.

Programs such as Our Whole Lives along with curriculum that affirms our UU values across the ages will assist in membership growth and retention.

3. Beloved Community

We will nurture a sustainable Beloved Community by making measurable progress moving our congregation from multi-culturally aware to anti-racist with specific attention to lifelong learning, pastoral care, and theology. The LIT is committed to offering age appropriate programming to learn about and address anti-racism. Adult programs will continue to be offered that explicitly address what it means to become an anti-racist congregation.

6. What are your group's specific goals for next year? What impact do you expect from your efforts? If an activity is listed, what result do you expect from it? How will you evaluate the impact of your efforts?

- Review the current RE and Adult Education Programs (outreach, registration, curriculum, teacher training, topics, other events or programs, attendance, communication, feedback from surveys, etc.)
- Make recommendations for strengthening these programs and for further integration across age spans
- Research new ideas about Life Span Learning and Spiritual Development
- Advise the DLL and RE Coordinator about the LLL Budget

The impact of these goals will be measured in increased engagement in lifespan programming. We will evaluate through maintaining accurate records of attendance and registration.

Section C: Group Structure, Leadership & Decision-Making

1. Where does your group fit into East Shore's organizational structure – as a Board Committee, Ministry Team or Core Team? Who is your staff liaison or partner?
LIT is a Core Team working with Aisha Houser.
2. What are the minimum and maximum number of participants? To ensure community representation, no fewer than five members is recommended. If you have fewer than five members, please explain. Who are your current team members? **The LIT will consist of the DLL, RE Coordinator and 3-5 members. Amanda Uluhan, Walter Andrews, Carrie Coello, Ryam Hill and Aisha Hauser.**

3. What are the leadership roles and responsibilities within your group? **We have a Chair, Walter Andrews, who helps coordinate meetings and responsibilities along with DLL and RE Coordinator. We have Ryam Hill, who coordinates Adult Programs.**
4. How are leaders determined, and what are their term limits? **The DLL along with the RE Programs Coordinator select members. Term limits will be three years with the option to renew once.**
5. What, if any, are the term limits for your members? **Core team members are not required to have term limits and for now we will not have term limits for members.**
6. How are decisions made in your group (consensus, majority vote, officers, super majority percent)? What quorum is needed? Is email vote allowed? **We use consensus and when in doubt deferral of decision making is to DLL and RE Coordinator.**
7. How are records kept and passed on for your group? **Records are kept on the OneDrive system and shared between the DLL and RE Programs coordinator.**
8. How are members recruited and oriented to your team? **The DLL and RE Coordinator are inviting people to represent different groups in the congregation, i.e. parents of children/youth currently in RE, RE Teachers, and members who offer or utilize adult programs.**
9. What, if any, qualifications are required for membership or leadership? **Interest and care about faith development and learning needs of the entire community.**
10. How does your group communicate and collaborate with the larger East Shore community? **We use the usual channels such as the eblast, Beacon, website as well as the parents special email list.**
11. What one person on your team is authorized to approve communications publicized by Staff? **The DLL** Who is the designated back up person? **The RE Coordinator**
12. What types of decisions is your group authorized to make? **The DLL and RE Coordinator will make requests of the group outlining the process for determining the direction taken by the group regarding specific aspects of Lifespan Learning**
13. What kinds of recommendations, if any, does your group make and to whom (Board, Minister, Staff, congregation)? **The LIT will work closely with the DLL and RE Coordinator and make recommendations directly to them. The kinds of recommendations made to the DLL and RE Coordinator might include but are limited to: how the education building space is used both on Sundays and the**

rest of the week and how it will affect programming; offering programming that affirms Right Relationship and supports the congregation's covenant.

14. Does your group plan to sponsor any outside groups to use the church facilities? If so, please see Board Policy 1.16a and the Staff Procedures for Sponsorship of outside groups. **No**
15. What is the expectation for longevity of the group and the plan, if any, for disbanding the group? **It is expected that the LIT will be in existence as long as there is religious education for all ages being offered at ESUC.**

Section D: Finances

1. Will your group present a budget proposal to the Budget Team next year? **No, the LIT itself will not have its own budget outside of the LLL budget and will only be in the position of advising. The DLL is responsible for submitting a budget that will support the LLL programming**
2. If the Operating Fund is unable to grant the full amount of your budget request, will the group reduce its expenses or do its own fundraising? **N/A**
3. If your group plans to do fundraising, please describe how it will go about this. If you plan to solicit donations, use the following wording: "Your donation goes to East Shore's operating funds which supports (name of your team) and other programs." **N/A**
4. What kind of decision process exists for how money is used? **N/A**
5. Which one person on your team is authorized to approve team expenses? **Director of Lifelong Learning.** Who is the designated back up person? **Amanda Alice, RE Programs Coordinator.**
6. Does your group have the need for a Prudent Reserve (funds set aside to hedge against a contractual liability)? If so, how much and what for? **No**