

EAST SHORE UNITARIAN CHURCH

2020-2021 BOARD GOALS

1. Promote the collective well-being of the congregation by strengthening relationships with one another
2. Increase our social justice presence through our ministries in the broader community
3. Integrate and encourage-participation of our Children and Youth in all that we do
4. Increase personal and institutional actions grounded in anti-racist values
5. Further Board of Trustees and Congregation understanding of policy-based governance.

POSSIBLE WAYS TO ADDRESS THE GOALS

- 1. Promote the collective well-being of the congregation by strengthening relationships with one another**
 - a. Practice curiosity and questioning to inspire deeper connections.
 - b. Build the power of relationships rooted in love.
 - c. Identify the structures and patterns of belief that help us act on behalf of the whole.
- 2. Increase our social justice presence through our ministries in the broader community**
 - a. Assess our current social justice ministries and support structures.
 - b. Design events for broad participation to build unity
 - c. Promote cross fertilization of ministry teams
 - d. Improve communication to Board of ministry team actions
- 3. Integrate and encourage-participation of our Children and Youth in all that we do**
 - a. Actively seek children and youth participation at every level of our congregational life from day-to-day to decision making
 - b. Solicit and incorporate input from children and youth in planning and in assessing progress toward church goals.
 - c. Explore changing bylaws to allow youth membership on the BOT.
- 4. Increase personal and institutional actions grounded in anti-racist values**
 - a. Support local associations and institutions lead by People of Color
 - b. Renew our Welcoming Congregation certification
 - c. Consider the pathway to ratifying the Eighth Principle.
 - d. Offer Beloved Conversations workshop
 - e. Provide Intercultural Development Inventory for Board members
 - f. Increase the number of congregant & visitors engaging in anti-racist, anti-oppressive, multi-cultural activities.
- 5. Further Board of Trustees and Congregation understanding of policy-based governance**