

Future Possibilities

This document reproduces, as closely as possible, the “Future Possibilities” flipcharts participants created during the Appreciative Inquiry workshops.

In groups, participants were asked to imagine that it is ten years in the future, and that we are creating a picture of that future as it calls to the group as a whole. We were asked the following question:

In your group's future vision, what differences is UUCA making within, and beyond, the people in your religious community?

Future Possibilities: for UUCA in 2023.....	
	<p>Growing the church internally and externally</p> <ul style="list-style-type: none"> • We are a strong church that is responsive to the needs of the wider world. • We were and continue to be the catalyst for the Arlington Arts & Community Center • We are nimbly responsive to the community’s needs while maintaining a multi-generational base. • We set our priorities to be future-looking. • We commit to bring UU values into the public square to create a more just and equitable and sustainable society.
	<p>In 2012, UUCA is. . .</p> <ul style="list-style-type: none"> • A place where every person walks in and has a deeply spiritual, transformative experience that resonates such that they come back. • Where the community-wide worship services integrate all the programs; worship services are central to each person’s experience & participation in the church. • Recognized as a force in the local and regional community
	<p>Services are more diverse in structure, number, etc. – which draws on talents & skills of congregation Push people beyond comfort level—promotes individual growth – in intentional & safe way (more than services---Adult/youth education---going out to larger community Outcome creates diversity</p>
	<p>Intentional, committed leadership for diversity, African American Membership demographics reflects that of broader community UUCA is where I feel valued, part of family, at home “Love Beyond Belief,” The Place Where I Belong Living values of universal brotherhood Church is recognized/consulted as a voice for moral, ethical and spiritual authority regionally and nationally</p>

	<p>--will be a leader in the Arlington Interfaith Council</p>
	<p>In 2022 UUCA will..</p> <ul style="list-style-type: none"> ---- be "un-silo'd", with unity of purpose --- be balanced public/private church with arts and social justice totally integrated --- have the experience of a small church, with a large network of covenant groups --- be recognized as a church that serves the needy, working from a strong spiritual foundation
	<ul style="list-style-type: none"> • In 2022 UUCA will • Have a diverse congregation from within, with strong lay leadership • Have a form of self-governance that provides feedback loops • Have services that are diverse and inviting, with lay leadership participation
	<ul style="list-style-type: none"> • Dramatically enhanced visibility in Northern Virginia – everybody knows our name • The "Go To Place" for the social justice community, and for those on spiritual quests • Welcoming to all • A place where you belong – if you join it, you own it • The new wing has endless possibilities for community use – open all day – Spanish is spoken there – homeless are welcome • Growth would lead to need for use of other spaces in the community (store fronts, library) • UUCA has sustained or grown its membership with generational diversity • UUCA has the transparent, democratic team structure in the ministry in the church as a whole, with a clear feedback mechanism • Providing a variety of worship opportunities including the arts and learning. • Engaged in social justice with outreach opportunities • Attract and retain young people in particular, and also to "nones" • An interactive and vibrant cyber community • UUCA is the center of activity beyond the worship services – sharing meals, coffee and activities • All parts of the church are participating – young and old • Effectively dealing with personal conflict • Active program of assisting – coaching members toward spiritual growth • Vibrant leadership not dependent on ministry • More youthful congregation and a more elderly congregation • More diverse

	<ul style="list-style-type: none"> • More integration of parts of the UUCA community 	
	A resource for the flourishing arts community in Arlington and venue for events and performances	
	A voice for justice in NOVA and church is site for launching initiatives to help vulnerable	
	Have staff and congregation reflects the diversity of our wider community	
	A place where building is warm and inviting center for the community where people feel comfortable just relaxing/gathering	
	Creating sustainable revenue source other than pledges e.g—expand concert venue, bakery. Make and sell cards, Unity consulting income	
	Enjoying a financially secure, confident, enthusiastic, artistic, inclusive, diverse, covenantal, engaged in social justice	
	A huge contributor and active presence in the community including the arts	
	A larger church multi-cultural and multi-generational vibrant	
	Have a vegetable garden where parents and kids work together and share with the community	
	A place that offer suggestions, opportunities and prompts to deepen spiritual practices	
	<ol style="list-style-type: none"> 1. UUCA is a huge contributor and active presence in the community. 2. The arts space and arts program bring in many people from the community, some of whom join the church. 3. UUCA has friends and members who contribute generously so that the church is financially secure. 4. UUCA creates a feeling of intimacy and belonging for all its members. 5. A church which has doubled in size and is multicultural and multigenerational. 6. A church that is integrated for social justice activities. 7. There is a vegetable garden where parents and kids work together and share with the community (integrate with Peace Camp?) 8. A multiracial church where integration is fully achieved, and is a part of us, 	

	<p>including the RE program and all of its facets.</p> <p>9. We use smart marketing and have Unitarian Universalism recognized as meeting people's needs and getting people involved.</p> <p>10. The church is still intellectually rigorous.</p>	
	<p>UUCA will</p> <ol style="list-style-type: none"> 1. Have a dynamic interactive website that supports the online community 2. Be a diverse community center of learning and culture 3. Proselytize, with teams of daring outgoing personable people knocking on doors 4. Raise \$14,000,000 in capital to create more space, and spin off new churches, with good stewardship 	
	Supporting engagement in our community through social justice activities.	
	Successfully attracting members of all incomes and ethnicities	
	A place with warmth, humor, wit, and intellectual depth in worship services	
	A place of strong ministry and creative arts	
	A place that will Include young families in visioning process	
	A place with awesome church services	
	Engaging members actively with each other	
	Going beyond the building, using technology for larger influence on community through service	
	Making fundraising easy	
	Helping relieve poverty in NOVA	
	Working in cooperation with other churches	
	We have spiritual leaders who effectively call us to embody the connection between action and believe, and between service and spirit	
	We invite others to become a part of the actions that spring from our values	
	We are known as a generous, joyful, creative and engaged congregation	
	We consistently put our social justice values into action in the larger community	
	Everyone who comes to UUCA feels welcomed, included and appreciated	
	We seek to experience joy, fun and inspiration while being intellectually challenged	

	<p>Building on our Celebration Center, we show the world our excitement about UUCA’s ability to enhance spirituality and social justice actions through the use of media, i.e podcast, tv, etc. , thereby bringing new people to UUCA to join in our welcoming community, both personally and virtually, and we have established “Community Dialogue Services” with big draw names, thereby branding the dialogue by UUCA</p> <p>In 2022, we will be a UUCA:</p> <ul style="list-style-type: none"> - with a blogspot on social justice as a regular feature on our website; an ongoing community conversation on the social justice focus of the present. A PLACE for Community discussion. Our website, televised, radio broadcast of services, will connect with community - as prominent go-to multi-generational, multi-cultural community, we will have doubled our membership - With leadership visibility in the metro DC areas because of our excellent preacher/minister in the pulpit - With expanded role in advocacy for social justice - With expanded performing arts facility that enhances UUCA group performances; enables UUCA to invite outside performing groups all drawing in more to attend UUCA - That provides hands-on services for the homeless - That reaches out to older members, including residents of Culpepper Gardens and Goodwin House and Washington House etc, to keep those members connected and engaged. 	
	<ul style="list-style-type: none"> • Interconnectedness – Youth group funding, recognition of youth ministries; by and for, Diversity • Social Justice/Community outreach • Take actual actions in addition to just talking about stuff – Leads to more meaningfulness, group cohesion 	
	<ul style="list-style-type: none"> • UUCA makes an investment (actions as opposed to \$) in the larger community • UUCA has leaders of all ages (i.e. a board that has representatives of all ages) • UUCA has transparent governance; all are able to understand and want to be a part of the governing community • UUCA has a high retention rate in regards to faith • UUCA has a variety of different programs (both artistic an social justice) that involve youth and adults <u>equally</u> and <u>together</u> • UUCA has equal contribution of ideas from youth and adults 	
	<ul style="list-style-type: none"> • Celebrate other faith holidays, not just Christmas, like Kwanzaa and Chalica. Hands on experience with rituals of other faiths • Be more receptive to change; UUCA would have an institutional way of changing itself; based on trusting each other. • UUCA would be more widely known, in part by being more welcoming and inviting • Constantly meditative space -> finding creating inner peace for members, could 	

	<p>have people to talk to in it</p> <ul style="list-style-type: none"> • Having increased diversity -> UUCA as a magnet where people don't feel excluded, lots of viewpoints represented • Intergenerational, multicultural, welcoming + interactive social atmosphere • Emphasis on interpersonal communication • Social + healing atmosphere -> connectedness • UUCA as a community where we know each other better than we do now – Communication increased diversity, magnet for people in need of community 	
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	We are an ethnically diverse congregation	
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	We have the ability to turn ideas into action	
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	We will take care of people's needs	
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	We will be known as a center for social justice in the larger community	
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	<p>UUCA in 2023:</p> <p>No intergenerational gap exists any longer; there are celebrations with food on a monthly basis, to be phased in over 5-10 year period:</p> <ol style="list-style-type: none"> a. Start with a family-diner program b. Make sure everyone is part of a group c. Organize Virtual Exchange programs between adults and kids from other cultures; then go visit them, e.g. the UU churches in Africa, fundraise for it, use your professional UUCA members in fundraising and ask them to donate their services <p>In 2023, UUCA will be:</p> <ul style="list-style-type: none"> - a debt-free church with routinely well-maintained buildings and grounds. - It will have the resources to increase and improve its social justice activities. It will have well-functioning policy governance. - It will be actively engaged in the denominational affairs. <p>UUCA in 2023:</p> <p>Will have bought the triangle corner lot for community services or something else useful</p> <p>Will be active in supporting needs in the Community</p> <p>Reaches out to members in difficult circumstances and needs (helping hands and pastoral care)</p> <p>Will have a well-executed strategic plan with resources to match its priorities (and vice versa, the priorities will match the resources available)</p> <p>Will have a variety of simultaneous worship services (more traditional, more contemporary), with fellowship together</p> <p>In 2023, people will know each other and feel connected to the community</p>	
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	<p>Will have vibrant programs, with three year cycles UUCA interacts together, intentionally in all our diversity (age, gender, ethnicity) Well maintained and beautiful grounds Will have clear "applause rules"-- when to clap, when not to clap</p>
	<p>In 2022 UUCA will</p> <ol style="list-style-type: none"> 1. Have a true culture of generosity 2. Have a completed campus 3. Have a history to inspire others and a church that shapes stores 4. Be a church that values spirituality over dogma 5. Be a place where all will still be here – will still fit – all things work. Room for all. 6. Will have a re-discovery of volunteerism and lay participation 7. Have satellite ministries 8. Have rituals – common elements to share
	<p>In 2022 UUCA will be a dynamic multicultural community which places a priority on caring for others.</p>
	<ol style="list-style-type: none"> 1. Changes to the church that will attract others with a wide spectrum of opportunities (casual to formal; lively to conservative) 2. More opportunities for interaction such as small groups and classes, and more substantial small groups 3. Outreach to other congregations and communities and involvement with others 4. There are church-wide social action projects 5. There are services that are meaningful and varied 6. The church is diverse, and representative of Northern Virginia that matches our principles 7. There is growth beyond our current physical capacity 8. There is a notable great impact on the local community 9. There are alternative service options (varying formats, such as poetry, folk music, authentic silence and quality sermons) 10. The church is more visible in the public eye (exposure to the public, with the "Good News") 11. There are after-service opportunities, providing us with opportunities to meet and share with others, and perhaps react to and discuss the sermon (activities that are beyond the "Stand Up" coffee hour) 12. There is diversity in the congregation along ethnic, economic, racial, age, and sexual orientation lines 13. The social justice component of the church is strong and visible in the community 14. There are vibrant volunteer programs available

	<ul style="list-style-type: none"> • Recognized in the larger Metro DC area as a visible, dynamic and spiritual fellowship • A direct provider of social services (counseling, soup kitchen, etc.) in the local community and within the congregation • Providing opportunities for spiritual growth and religious education for every youth and adult in UUCA 						
	<p>In 2023, UUCA will</p> <ul style="list-style-type: none"> • Be a church which allows for personal growth in many ways • Will be thriving in many ways • Will be effective politically • Will be reaching out to the younger generation • Will be a welcoming congregation, dedicating its creativity, resources and commitment to hospitality and welcoming 						
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%; padding: 5px;"> <ol style="list-style-type: none"> 1. More effective doing (not just talking) SJ [social justice] 2. Arts→outside congregation for SJ 3. A Powell Davies Minister to lead change in world </td> <td style="width: 30%;"></td> </tr> <tr> <td style="padding: 5px;"> <p>In ten years...</p> <ol style="list-style-type: none"> 1. UUCA is known throughout the area as an energetic, intentionally multi-cultural congregation, a place where all shades of humanity work together for justice and community 2. UUCA is a full virtual and bricks/mortar community with worship/service/community experience that reflect a multigenerational, multicultural, spiritual congregation 3. UUCA has a ministry team and Board/lay leaders that leads and models interactive fellowship and pastoral care </td> <td></td> </tr> <tr> <td style="padding: 5px;"> <p>In 10 years, UUCA will be...</p> <ol style="list-style-type: none"> 1. ...a leader in taking the church to the people, to enable global access to our faith, our services, and our education (webinars, global access, remote learning tools) that enables our safe haven to be extended virtually 2. ...an invaluable interfaith community resource in the context of a civil society (church to church, religion to religion); a living example of openness and inclusion 3. ...build congregations in under-represented areas, promoting a genuine diversity of community </td> <td></td> </tr> </table>	<ol style="list-style-type: none"> 1. More effective doing (not just talking) SJ [social justice] 2. Arts→outside congregation for SJ 3. A Powell Davies Minister to lead change in world 		<p>In ten years...</p> <ol style="list-style-type: none"> 1. UUCA is known throughout the area as an energetic, intentionally multi-cultural congregation, a place where all shades of humanity work together for justice and community 2. UUCA is a full virtual and bricks/mortar community with worship/service/community experience that reflect a multigenerational, multicultural, spiritual congregation 3. UUCA has a ministry team and Board/lay leaders that leads and models interactive fellowship and pastoral care 		<p>In 10 years, UUCA will be...</p> <ol style="list-style-type: none"> 1. ...a leader in taking the church to the people, to enable global access to our faith, our services, and our education (webinars, global access, remote learning tools) that enables our safe haven to be extended virtually 2. ...an invaluable interfaith community resource in the context of a civil society (church to church, religion to religion); a living example of openness and inclusion 3. ...build congregations in under-represented areas, promoting a genuine diversity of community 	
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	<p>In 2013, UUCA:</p> <ul style="list-style-type: none"> - Is accepting of differences among ourselves, our spiritual practices (humanists, Buddhists, Christian UUs) through active dialogue so we know about and know each other - Has a Minister of Social Justice with a dedicated lay group working in an organized fashion to provide many social action opportunities, so Social Justice is at the center of religious experience in UUCA 						

	<ul style="list-style-type: none"> - Has a fully funded budget with a surplus to underwrite Culpepper Gardens' shortage of funds - Has all of its sermons on line and in print form - Ministers grounded in classical literature, texts of world religions, and ethical texts - Young families involved in "intergenerational extended families" - Continues to be in contact with college age people and students who move away - Is more involved in the outside community, doing programs together with other organizations - Has prominent ministerial presence re. SJ values, be the "go-to" minister for talk shows and press regarding social justice; with an emphasis on renewable energy to save our environment - Has a larg(er) publicity staff and budget - Has services that are dynamic, inter-generational, transformative, imbedded voice, teens participating actively
	<p>A more active presence and voice in the wider community Through the medium of arts, we are sharing the UU principles with others A co-housing group that revolves around and promotes UU values Growth—in many ways (financial, diversity...)</p> <p>Expanded covenant groups—75% participation by our community and including representatives from outer community Spiritual mentor who draws broader audience from outer community, but also involving the richness of our own Expanded opportunity to participate in social justice projects that draw on the talents of those involved and those served</p>
	<ul style="list-style-type: none"> • A close intergenerational community (people know each other) • Has rich intellectual discussions/debate • Is led by someone like Joan Gelbein (with "presence", with abstract ideas that encourage creative engagement, and good preaching) • A place for open dialogue is welcomed and revered • A place where the membership and community are encouraged to participate to greater ease of interaction • Is on sound financial footing • Is growing in membership, diversity and influence • Is known for our progressive stance on issues of public concerns as we are now for PAG, LGBTQ/and OWL • Is a place where children are nurtured and educated by all members of the community • Has a strategic plan that is regularly used, analyzed and revised • Has a focused, community-wide approach to social justice

	<ul style="list-style-type: none"> • Is providing effective communication among all ages about social justice • Is providing growth opportunities for every individual at every age • Is a place that provides positive connections between members and the entire professional staff 	
	A place where leadership integrates the diversity of interests in order to strengthen the connection within, among, and beyond the community	
	A congregation that gladly commits time, talent and treasure to the church and is excited to participate in chosen activity	
	An intimately connected community	
	A place that serve as a moral compass for its members especially youth and the outside world	
	A place that serves as an example of sustainability in the face of climate change	
	Have Multi-racial integration fully achieved	
	Use smart marketing to meet people's needs and involving them, like RE does	
	Still intellectually rigorous	
	Have friends and members who contribute generously so that the church is financially secure	
	Creating a feeling of intimacy and belonging to all members	
	<ul style="list-style-type: none"> • UUCA will be a transparent community which encourages participation by all, using a democratic process 	
	<p><i>"In 2023, UUCA..."</i></p> <ul style="list-style-type: none"> - "... is a force for social justice in Arlington, advocating for and creating programs that address the unmet needs in our wider community." - "... is a community leader in the arts, nurturing our own membership as well as community arts groups to make connections, preserve traditions, and enrich lives through music, dance, visual arts, and drama." - "... is a recognized leader in UUA, hosting conferences, sponsoring dynamic speakers, sharing theological values, RE, organization strengths with the denomination." - "... is a model for best environmental practices and education." - "... is weaving an international web focusing on peace, equality, UU values, and engaging international religious communities in ethical discourse." 	

- "... has an established, self-sustaining theater to expand our artistic outreach."
- "... has at least 2 annual major musical productions (including orchestra) during worship services."
- "... has worship services that routinely draw upon multiple faith traditions (not just Christianity) and the talents of various segments of the congregation, perhaps through a Worship Committee."
- "... incorporates democratic decision-making in as many aspects of church life as possible, including worship, social justice, and others identified by the congregation, so that each UUCA member is inspired to participate in at least one activity in addition to coming to worship services."
- "... is a culturally, economically, and racially diverse interfaith congregation."
- "... is a congregation of social justice activists with a peaceful, active outreach program for youth."
- "... is a congregation that supports spiritual growth and draws people in through dynamic preaching and exceptional music and arts."

UUCA will

--have many programs providing for inter-generational activities that include significant service opportunities throughout the world