

# Session #5



*It is our responsibility to establishment of a  
just and loving community*

# Four Aspects of Growth

Paraphrased by Connie Goodbread and the Rev. Susan M. Smith  
From *More Than Numbers* by Loren Mead

## Organic Growth

The task of building the community, fashioning the organizational structures and infrastructure, developing the practices and processes that result in a dependable, stable network of human relationships and systems in which we can grow and from which we can make a difference. It is also the physical plant and the staff needed for the size of the congregation.

## Maturational Growth

The ability of a congregation to challenge, support and encourage each one of its members to grow in the maturity of their faith, to deepen their spiritual roots, and to broaden their religious imagination. It is also the ability of the congregation as an institution to go deeper into the faith while maintaining the welcoming path for newcomers. *Question for reflection: If I was a better UU next year than I am this year, how would I know it?*

## Incarnational Growth

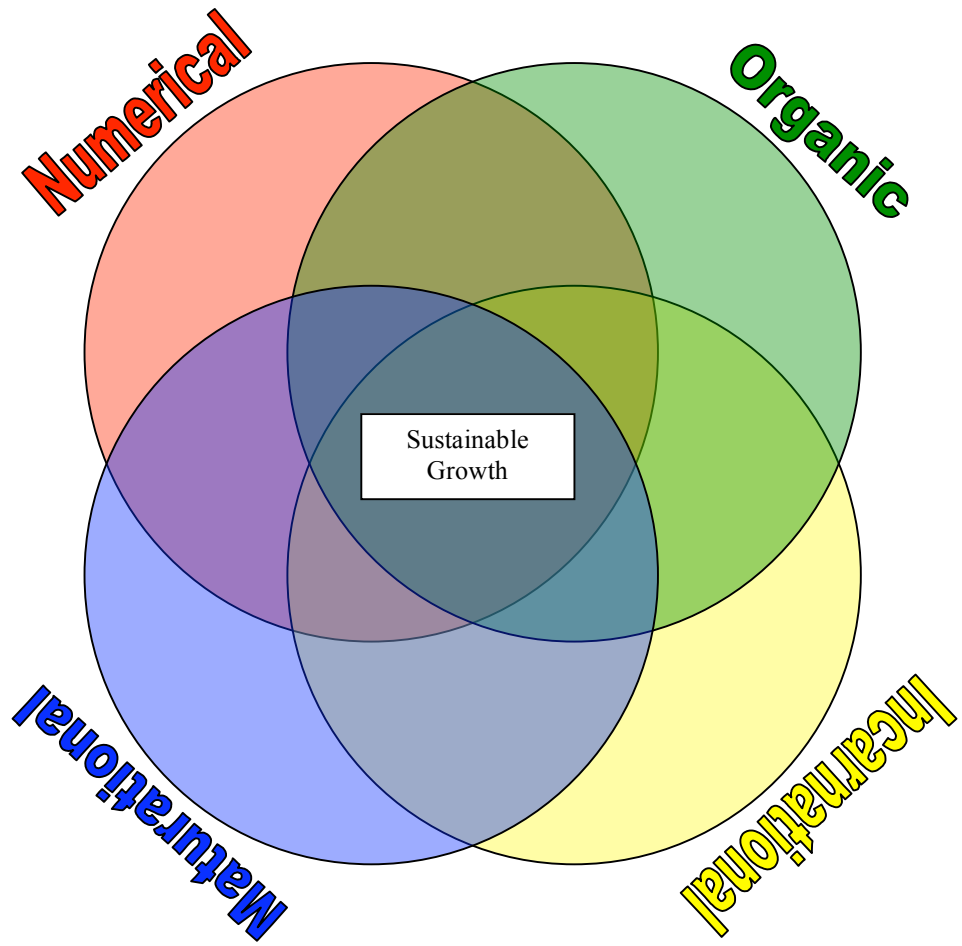
What are the “outputs” of the congregation’s ministry? What is it that the congregation seeks to export from its life back into the life of the world, the social environment in which it exists? What are the good works that we are doing that will make the world a better place? *Questions for reflection: If someone were describing our congregation would they mention our core shared values? If someone were discussing one of those values in the community, would they think of including our congregation?*

## Numerical Growth

Adding new members while maintaining the numbers that are already within the congregation. Keeping track of losses and understanding why they happen. Understanding that some losses are healthy or inevitable. Changing the things that need to be changed in order to retain healthy members. Never compromising ethics or principles.

**None of these four can be ignored.** Maturational Growth (personal, interior) and Incarnational Growth (corporate, active, public) should frame plans for Organic Growth (infrastructure) and will drive Numerical Growth (membership and financial). All congregational mission/vision/strategic planning work must include all four, but a great many include only Numerical and Organic largely because this is our secular comfort zone.

# Sustainable Growth Diagram



# Faithful Financial Stewardship Overview

By the Rev. Susan M. Smith

## **A Culture of Generosity**

- Expectations
- Giving as a year-round process
- Providing lots of opportunities to give
- The congregation as a giver and as a source of assistance

## **Program Budgets**

- Casting the vision -- People give to programs not to budget line items
- Computing a program budget
- Reporting where the money came from and went last year
- Helping members decide how much to give

## **Short Course in Annual Every-Member-&-Friend Canvassing**

- Begin with a budget and a theme
- Develop a timeline
- Develop informational packets and support mailings
- Check your donor list
- Recruit and train canvassers
- Kick-off events and services, Miracle Sundays, Cottage meetings
- Canvass week organization including midweek canvassers' meeting
- Thanking, reporting, and celebrating
- Canvassing newcomers

## **Capital Campaigns**

- Special multi-year funding for big projects
- Using a UUA capital campaign consultant
- Same process as regular canvass with a bigger dream

## **Day-to-Day Stewardship**

- How to handle collections and accounts
- Balancing confidentiality with gratitude

A comprehensive list of UU resources including the step-by-step manual *Fundraising With A Vision* can be found at [www.uua.org/giving/apf/beourguest.html](http://www.uua.org/giving/apf/beourguest.html)

## **Recruiting: Guidelines for preparing and step-by-step guide**

Call at time of day person is likely to be available to talk for 10 minutes.

Call at work, only to find another possible time to call.

Introduce self, including your volunteer position.

Tell why you're calling, something like:

"I'm calling to talk to you about being involved in our Religious Education Program/on our adult R.E. committee/on the board/teaching a course."

Find good time to talk, if now is not good.

Then when you begin the conversation. Tell them you are calling to ask if they are interested in being involved in Adult Religious Education (or whatever your area is):

"One of the volunteer positions most needed is \_\_\_\_\_"

Then go on to describe the position in detail, including:

- what time is involved, both time in meetings, time preparing, telephone calls, coordination, etc. Be realistic, don't underestimate, but say it's flexible if it's flexible
- what expertise or skills are needed for the position
- what training or orientation or written information is provided by those who are more experienced

Explain why you've called this person, why you think they would be good or would offer something to your area.

Then say "Does this interest you? Does this sound like something you would like to do?" Then, no matter what they answer, "yes" or "no", listen carefully to anything they say about themselves, as this will give you a clue to whether you have helped this person find a good fit or not.

They might say they don't think they have time for the position you are asking about. Then you might ask if there something else they might like to do. What are their interests?

### **Example for recruiting to a Children/Youth teaching team:**

I'm calling to ask you if you'd be interested in being on one of our teaching teams on Sunday mornings. Could I tell you what's involved in working with our children or youth in this way? You would be on a team with two other adults who teach one grade level, either at 9:30 or 11:30. The time involved is about 14 hours on two out of three Sunday mornings and about 45 minutes during the week on one out of three weeks. One Sunday you are the lead teacher, the next you are the helping teacher, and the third Sunday you are off. The team works together to arrange for being out of town. And we have substitutes available if and when there's a given Sunday when only 1 member of a team is available. There are prepared step-by-step curriculum lessons for you and a training session to provide you with the information you need. While there is not a significant time commitment on a weekly basis, we do ask that our Fall/Spring teaching teams stay involved for the fall and the spring...so it goes from mid-August to the end of May. There are about 4 intergenerational services when all teachers are off. Is this something you'd be interested in?

