

Located in Houston's Museum District, the First Unitarian Universalist Church of Houston commits to being a growing multicultural, multigenerational, and multiracial congregation in the city's diverse urban center.

We widen love's circle by honoring the inherent worth and dignity of all, advancing justice and religious pluralism, and inspiring an ever-deepening spirituality.

## **2023-2024 Annual Plan for Ministry**

### Uplifting and Inspiring Worship Devoted to Deepening Spirituality and Furthering Justice

A weekly Sunday morning celebration coordinated by the Senior Minister and overseen by the Sunday Celebration Team:

- \* focus on spiritual growth through a yearlong sermon services devoted to "Lives of the Spirit"
- \* guest preachers with national reputations five to six times a year;
- \* at least two services incorporating visual art and audio visual technology;
- \* liturgical elements designed to help the congregation live out its commitment to anti-racism, multiculturalism, and inclusion;
- \* a professionally led music program including a choir, an accompanist, and two music services (All Souls Day plus one in the spring).

**Staff Leads:** Rev. Dr. Colin Bossen, Rev. D. Scott Cooper, and Dr. Jolie Rocke

**Program and Support Staff:** Carol Burrus, Chelsea de Souza, Christian Holmes, Cymphoni Pringle (through December 2023), and Gaspar Tiznado

### Development of a Strategic Plan and Preparation for the Congregation's Future

The creation of a five-year strategic plan to help the congregation live into its new vision, mission, and covenant:

- \* the integration of the new mission, vision, and covenant into the life of the congregation—including in its publicly facing documents (orders of service, website, etc.);
- \* the chartering of a task force to develop a strategic plan;
- \* the launch of a capital campaign;
- \* the establishment of search committee to call a settled minister for August 2025.

**Staff Leads:** Rev. Dr. Colin Bossen and Tawanna Grice

**Program and Support Staff:** Margarita Arevalo and Cheryl Rivers

### Multiculturalism, Anti-racism, and Inclusion

An effort to begin to implement the Eighth Principle+ and a renewed commitment to dismantling white supremacy and building a more multiracial and multiethnic community:

- \* the creation of one or more BIPOC specific programs;
- \* the creation of one or more program furthering the congregation's anti-racism work;
- \* a commitment to diversity in pulpit guests, musicians, and guest program leaders;
- \* three forums for the Religion in Houston's Pan-African Community to bring the congregation in conversation with representatives of the region's Africana communities;

\* three Spanish language services: Day of the Dead, Christmas Eve, and Mother's Day.

**Staff Leads:** Rev. Dr. Colin Bossen, Tawanna Grice, and Dr. Jolie Rocke

**Program and Support Staff:** Carol Burrus and Gaspar Tiznado

+This assumes the adoption of the Eighth Principle by the congregation at its June 4<sup>th</sup> meeting.

### Invite into Membership Our Visitors and Online Audience

Leverage our increasing attendance and number of visitors to increase our membership:

- \* continue to offer a variety of online-hybrid programming, presenting some programs via Zoom;
- \* a well-organized path to membership, with small group ministry to welcome new members and visitors with opportunities for spiritual deepening, fellowship, and social justice engagement;
- \* engaging existing members with more opportunities for connections and linkages.

**Staff Leads:** Margarita Arevalo and Rev. D. Scott Cooper

**Program and Support Staff:** Christian Holmes and Gaspar Tiznado

### Provide Engaging and Nourishing Lifespan Religious Education

A religious education program coordinated by the Director of Religious Community featuring:

- \* Five intergenerational services during the year;
- \* Monthly Time for All Ages;
- \* Sunday morning religious education and nursery care for children and youth;
- \* A diversity of volunteer led adult programs;
- \* A monthly covenant group program as part of "Lives of the Spirit";
- \* A monthly workshop as part of "Lives of the Spirit";
- \* A minister's book group as part of "Lives of the Spirit";
- \* Our Whole Lives.

**Staff Leads:** Rev. Dr. Colin Bossen, Rev. D. Scott Cooper, and Carol Burrus

**Program and Support Staff:** Gaspar Tiznado

### Organize Impactful Social Justice

A commitment to side with love and to build the beloved community in Houston and beyond:

- \* community projects, shared offerings, and social justice ministries working with The Metropolitan Organization, the UUA, and other partners on issues vital to our region, country, and planet.

**Staff Lead:** Rev. D. Scott Cooper

**Program and Support Staff:** Margarita Arevalo

### Strategically Nurture Growing Presence in the Houston Region

- \* participation in FotoFest 2024 through the hosting of a social justice-oriented exhibition co-curated by the Senior Minister and a professional curator;
- \* ample opportunities for volunteer development, engagement, and encouragement;

- \* consistent communication of an uplifting justice centered message throughout congregational life.
- \* a monthly arts forum led by the Music Director;
- \* Spring Arts Festival.

**Staff Leads:** Rev. Dr. Colin Bossen, Rev. D. Scott Cooper, and Tawanna Grice

**Program and Support Staff:** Margarita Arevalo, Christian Holmes, Dr. Jolie Rocke, and Gaspar Tiznado

**Note:** At the request of the staff, I have delineated who is primarily working in each area of this plan. The term “staff lead” signifies someone who has a significant planning role in the area while “program and support staff” are more involved in execution. Since we have a small staff sometimes people who are not responsible for one of these areas will participate in them.