

## End Statements of the Oberlin Unitarian Universalist Fellowship

Based on our mission and the vision we articulated together last year, the Board of Trustees has adopted these Ends statements:

- OUUF works to create a peaceful, just, and sustainable world for all, and facilitates the ability of others to do the same in their personal lives.
- OUUF encourages inner growth of all who desire a free and responsible search for truth, meaning and spiritual insight.
- OUUF provides education and experiences to youth and children that help them to form their own search for truth and meaning.
- OUUF, in a spirit of caring fellowship, offers radical hospitality to each other and to the Oberlin, UU, and world communities.
- OUUF builds caring connections across differences that might divide us, including differences of generation, socio-economic status, class, ethnicity, culture, sexual orientation, and ability.

The Board charges all teams and committees to evaluate all of their current practices and policies in light of these Ends. The Board further empowers all teams and committees to pursue these Ends as they see fit, as long as the methods chosen do not violate our behavioral covenant and seven principles.

Ends statements provide a compass for the organization: they explain why we exist. ALL work of the teams and committees should ultimately further these Ends. If the group spends resources in ways that do not explicitly move us towards these Ends, then those practices should be reevaluated, reworked and perhaps discarded. Teams and committees may also need to develop new policies and practices that will explicitly address how the work of the committee moves the Fellowship towards these Ends.

While some Ends relate to the work of particular teams and committees more clearly than others, the Board wishes to emphasize that ALL teams and committees should be addressing ALL Ends to some degree in their work. For example, it is not only the job of the worship and faith development committees to promote spiritual growth. There are opportunities to grow spiritually in every task we do; to fully live into our mission and vision we must seize these opportunities.

*How do we define our vision, mission and end statements and the covenant? One suggestion: **vision** statement says what we want to be in the future; **mission** statement says why we exist; **end statements** elaborate on the mission; **covenant** says how we want to treat each other.*

**The Board of Trustees asks that all teams and committees include a summary of how their work furthers the Fellowship Ends in the report submitted for the Annual Meeting. In this section of the report, please be sure to systematically describe how the committee's work furthers EACH End.**

The Board is happy to serve as a resource for any team or committee wishing clarification, guidance or feedback. The Board also invites all members and friends to consider how they as individuals can live up to and into these Ends.