



## UUCC's Five Incubator Budgets

Early in 2019, the UUCC Board of Trustees endorsed a proposal by the Executive Team to re-organize the congregation's staffing and budget to better align with the formal ([Mission](#) and [Ends](#)) and informal visions for who and how UUCC intends to serve its community within and beyond the membership of the congregation.

When our vision is fully realized, we will demonstrate that *UUCC matters*—not only to 300 families, but to the whole community—and that *UUCC is irresistible*—people are drawn to its energy, its ineffable quality of life, its vitality.

Our work and our budgets are now organized to serve the following five major purposes, which we sometimes refer to as our Incubators for Good. Every budgetary expense or investment of staff time should serve at least one of these visions.

1. **Identity and Belonging –**

Members of all ages have a sense of belonging—they value UUCC and their Unitarian Universalist identity as top priorities and key connections in their lives. Much of our caregiving ministries (Karuna), reflection groups, multi-generational activities, youth and young adult ministries, and lifespan religious education programming serve this vision.

2. **Worship –**

We offer vibrant worship that is consistently moving, relevant, meaningful. A significant portion of our clergy's and musicians' work serves this vision that is at the center of our congregational life, and we invest funds in bringing a diversity of voices, including guest speakers and musicians, into our Sunday services.

3. **Finding One's Place –**

There is a place at UUCC for anyone who is seeking one. We invest in strategies and programming that help both newcomers and long-time members get connected and remain engaged in



congregational life. Our communications and membership initiatives largely serve this vision.

4. **Justice-Making –**

UUCC is a justice-making leader in Columbia and Howard County. A deeply held belief among Unitarian Universalists is the conviction that ideas and "faith" are meaningless if they are not put into action. UUCC is committed not only to nurturing our own members' comfort and well-being, but also to partnering with others in our local community to cultivate justice by working to dismantle racism, white supremacy, climate chaos, transphobia, homophobia, and other oppressions within our own congregation and in the world.

5. **Owen Brown Community –**

UUCC is a gathering place and centerpiece of the Owen Brown community, sharing a mutual trust with community leaders. We are committed to the vitality of the Owen Brown Interfaith Center and its neighborhood. Additionally, we cultivate relationships with our neighbors and are a more fully integrated participant in the Owen Brown Village. We help to address needs that are identified by Owen Brown residents, and we offer programming—such as the Chalice Concert Series, the One World Coffeehouse, and other social events—that are explicitly welcoming of non-UUCC visitors and guests.