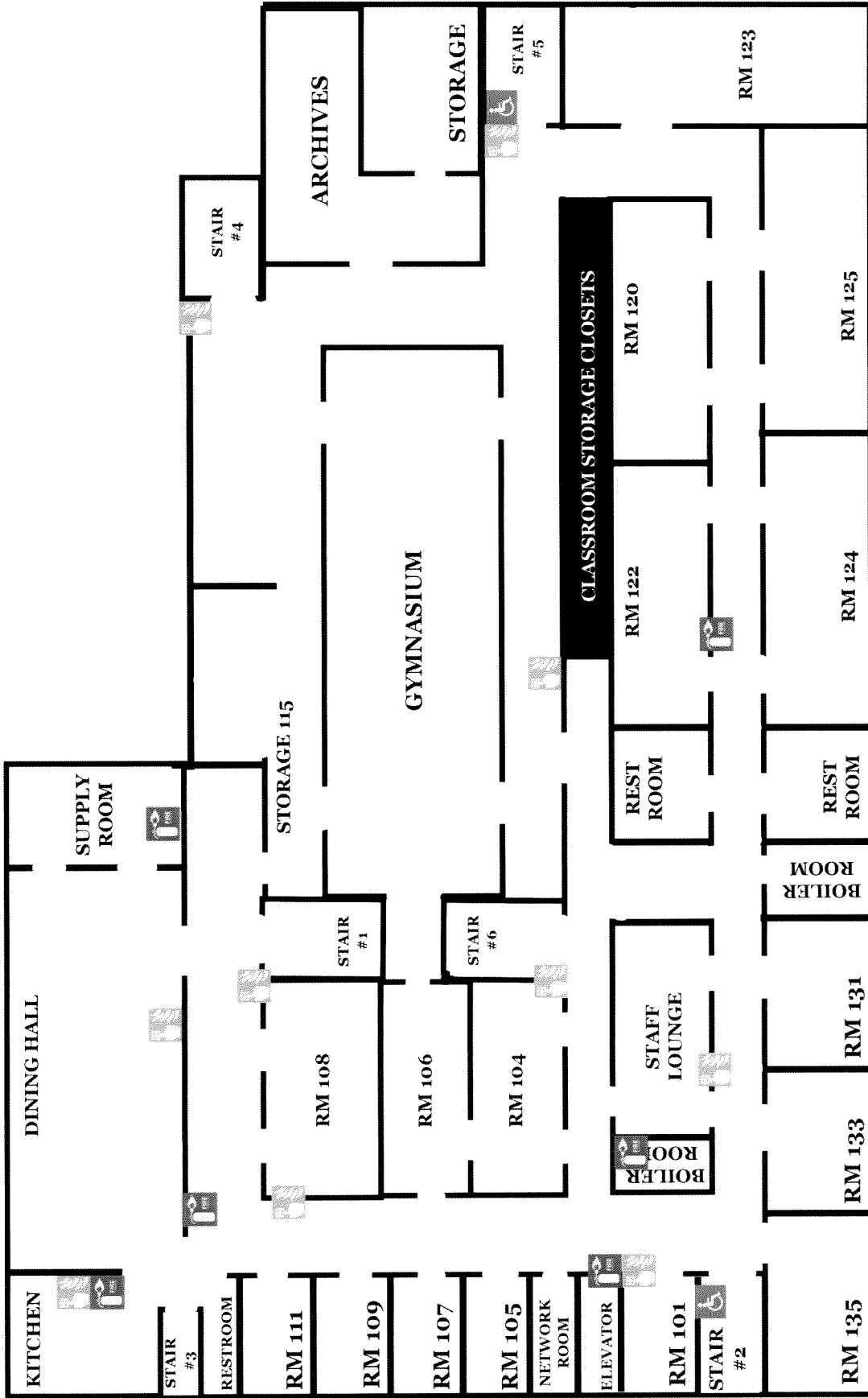










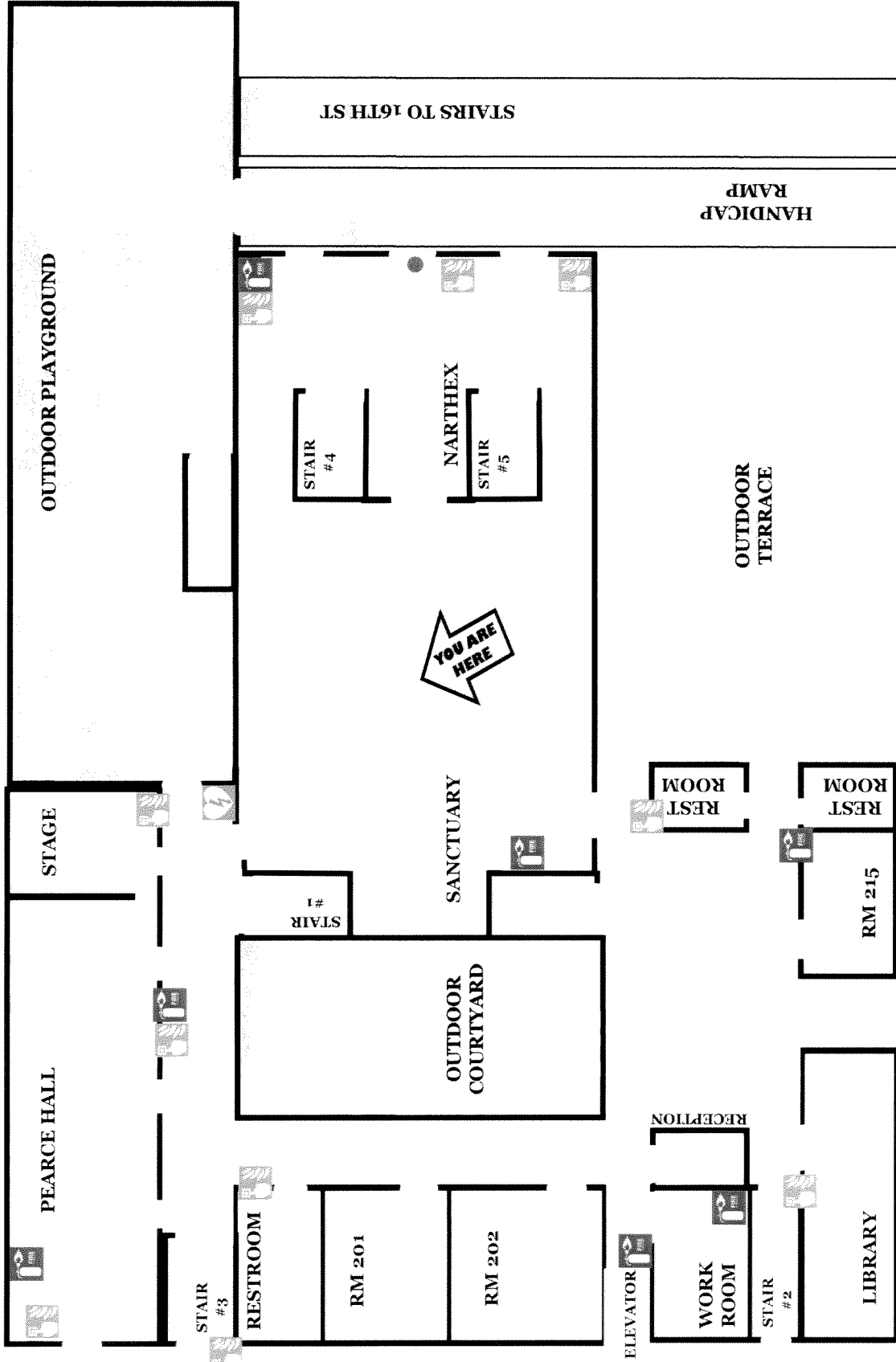
All Souls Church Unitarian









a diverse, spirit-growing, justice-seeking community

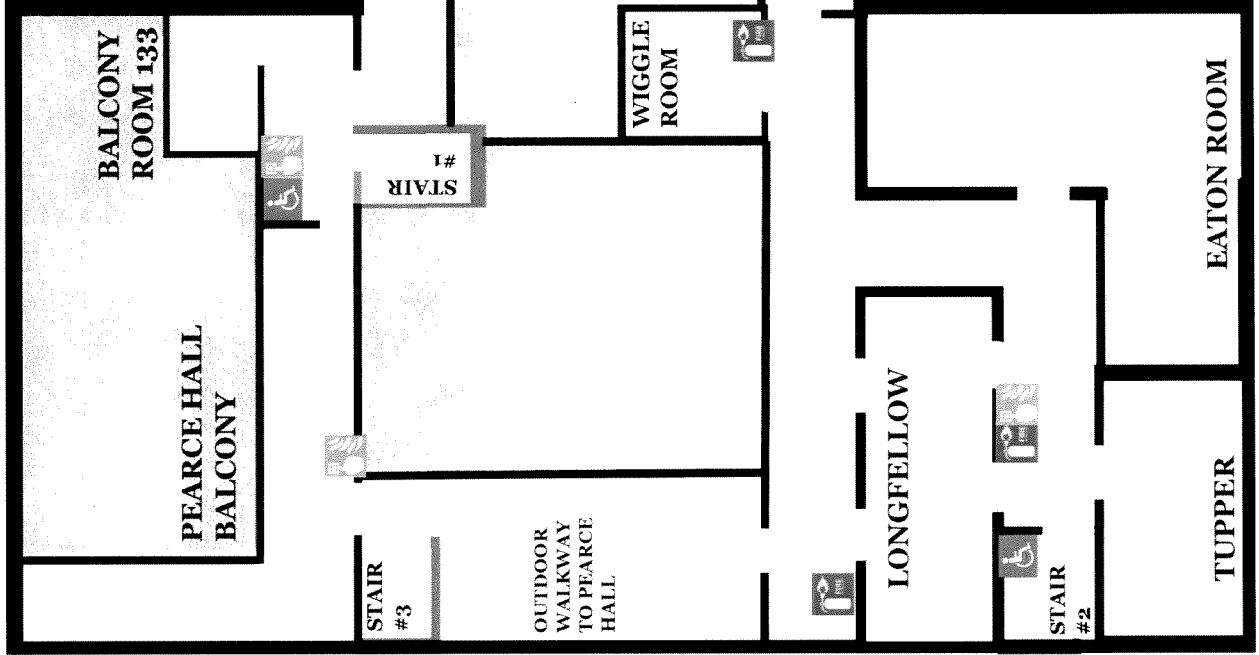
Joining All Souls New Member Orientation Fall 2015











-  FIRE ALARM PULL BOX
-  AREA OF REFUGE
-  FIRE EXTINGUISHER
-  DEFIBRILLATOR LOCATED ON MAIN FLR NEAR PLAYGROUND ENTRANCE BY SANCTUARY
-  STAIRCASE
-  OPEN AIR AREAS
-  EVACUATION ROUTE
-  YOUR ARE HERE



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All Souls Church, Unitarian Expectations of Membership

Deciding to join All Souls is a commitment – one that we hope will enrich your life. All Souls encourages the following four expectations of all its members:

* **Worship regularly at Sunday services.** Weekly worship cements the bonds of community and keeps our attention directed to our highest values, while nurturing our spirits.

* **Serve the church.** All Souls Church works because members find ways to give of themselves, whether through singing, educating, sharing their passion for social justice, cooking, greeting—the list of tasks goes on. Finding ways to give back that nurture your own soul supports your own growth.

* **Connect with other All Souls members.** We are a large congregation and it can be hard to feel cared for when you are one of many. By joining a small group, you not only get to know others at the church but they get to know you and can better care for you when needed.

* **Support All Souls with personally generous financial contributions.** Not only does this provide for the support of the congregation, but it also serves as a spiritual discipline. Members are encouraged to define generous in the contexts of your family and its commitments.

ALL SOULS CHURCH, UNITARIAN

Covenant Group Ministry

Covenant Groups: What They Are and How They Work

Adapted from *A Covenant Group Source Book*, published by the Center for Community Values

A covenant group is a gathering of eight to twelve members and friends of All Souls Church, who agree (or covenant) to meet once or twice a month to build strong relationships with each other and with the church, reflect on the church's monthly spiritual themes, and to support spiritual growth. Covenant Groups encourage people to talk, learn, work and play together. Members may share their life stories, offer support, and engage in work to serve the church community. Covenant groups offer caring networks and support the engagement of their members in all facets of church life.

In a Covenant Group, people form relationships that affirm the inherent worth and dignity of every person. People experience themselves and each other as part of the interdependent web of existence. Together, people establish communities that embody the values of justice, democracy, and equality. Each person is treated equitably. Each member has a voice that is heard.

The group forms its covenant by setting the ground rules for the group's interactions, agreeing to make attendance a priority, committing to welcoming new members as vacancies occur, and performing an annual church service project.

Participating in a Covenant Group is a spiritual practice. Each meeting begins with a devotional, a reading or prayer that inspires the members and prepares the group for reflection on the church's monthly spiritual themes. Each member checks in by responding briefly to a prompt such as, "What did you bring with you to the group today? What have you left behind?" After each member has had an opportunity to share, the group discusses the monthly theme. The format of the discussion is left to the group to decide. Some groups use the monthly Covenant Group Guide to begin the reflection; others share offerings that have personal significance. After the reflection draws to a close, a member reads or recites closing words that reinforce the group's understand of the monthly.

Covenant Groups are coordinated by lay members who are responsible for making any necessary arrangements for the meeting, facilitating the discussion, and making certain that everyone is heard.

To join a covenant group, go to www.all-souls/covenant-groups, and complete the brief survey that will be used to match members with open or beginning Covenant Groups, or for more information, contact Leo Jones, Chief Program Officer and Covenant Group Ministry Coordinator, at (202) 517-1468 or ljones@allsouls.org.

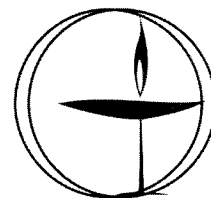
Revised October 7, 2015

All Souls

Covenant of Right Relations

All Souls Church, Unitarian
1500 Harvard St. NW
Washington, D.C. 20009

Phone: 202-332-5266
Fax: 202-332-8968
www.all-souls.org



PREAMBLE

To covenant with one another is to engage in the spiritual and everyday practice of loving better.

Although this document expresses our written promise to each other, our true covenant lives and breathes in our actions. In times of growth we will use it to deepen our bonds with one another; during times when we are loving well, it will inspire us to love better; and in times of conflict, we will use it to guide us. We expect this covenant to be challenging, but we also expect it to inspire us to strengthen our relationships and deepen our sense of community.

The spirit of the document and the specific examples of behavior come directly from contributions of the All Souls community.

We commit to living and working with this draft covenant, adjusting the ideals, and expanding the examples to make it truly our own.

Our Ideals and Living Practices

Welcoming and Hospitality

Furthering Diversity

Listening and Speaking

Serving our Church Community

Working with Conflict

Forgiveness and Reconciliation

Solidarity and Accompaniment

(see reverse for examples of ideals and practices)

Our Ideals and our Living Practices

With Examples from the Congregation

WELCOMING AND HOSPITALITY

We practice hospitality, welcoming all those who enter.

Greet people warmly; get acquainted with others; treat visitors as fellow worshipers; welcome newcomers into conversations; treat one another kindly outside of church as well as inside.

FURTHERING DIVERSITY

We work to foster a multicultural and multigenerational community that sees diversity in all its manifestations as a sign of our strength.

Engage with those who are different from us; challenge bigotry in all its forms; work to empower those who are disempowered; actively confront our assumptions through critical and studied examination of the forces that disadvantage some and privilege others.

LISTENING AND SPEAKING

We listen with respect and attention and speak with care.

Assume that people have good intentions; listen intentionally and compassionately; encourage people to speak without blaming or judging them when they do.

SERVING OUR CHURCH COMMUNITY

We serve our church community with generosity and good humor, and we will acknowledge the service of others.

Honor all levels of service to the church; solicit the input of others; encourage people to make choices that balance their needs with the needs of others; invite others to join us in our activities; honor the right of others to say no.

WORKING WITH CONFLICT

We resolve conflicts directly, using openness and compassion.

Make every effort to settle differences directly and openly; stay engaged with each other through difficult conversations; hold ourselves responsible for hearing all sides.

FORGIVENESS AND RECONCILIATION

We acknowledge our mistakes and shortcomings and are willing to forgive those of others.

Acknowledge our own and others' imperfections; forgive ourselves and others; be accountable for keeping our promises; lovingly call each other to account for behavior that is hurtful to others.

SOLIDARITY AND ACCOMPANIMENT

We support each other in times of joy and need.

Help each other in times of crisis; recognize each other's talents; remind others of the spark of divinity within them; embrace our different cultural and faith traditions; challenge each other to grow.

All Souls Church Unitarian Mission, Vision, and Goals

Mission Statement

To create a diverse, spirit-growing, justice-seeking community that transforms ourselves and our world into one great family of all souls.

Vision

To build the Beloved Community, All Souls Church cultivates and celebrates: spiritual growth and transformation as we question, learn from others, and seek lives of meaning and reverence; a welcoming, diverse, and vibrant community where we love, respect, and care for one another; service and prophetic action to move the world toward justice, healing, and sustainability.

2010-2015 Goals

Goal Area	Goal
Church Wide	1. 325 (25%) of congregants are leading and are accountable for church activities.
	2. Average attendance at Sunday worship and children's religious education has increased by 10% or more.
	3. 100% of All Souls member households make annual pledges to the church.
Spiritual Development	4. 1,500 (75%) of congregants regularly participate in activities that contribute to their intentional spiritual growth.
	5. 120 different opportunities provided congregants for spiritual development across the lifespan.
Community Building	6. 30% or more of members and children self-identify as persons of color.
	7. The All Souls Caring Network is comprised of a well-trained lay pastoral team and church staff working together in shared ministry.
	8. 845 (65%) of congregants are engaged in volunteer ministry to the congregation and its members.
Social Justice	9. 500 congregants including children are engaged in activities to support social justice through All Souls Church.
	10. All Souls has had major impact on at least three local, national or global issues through education, advocacy and organizing.
Capital Infrastructure	11. All Souls is in a renovated building that includes full access, renovated building envelop, classrooms and offices, with an emphasis on sustainability.
	12. All Souls Church has successfully secured the funding necessary to renovate the building, through the Capital Campaign and the Third Century Challenge.

Ways to get involved at All Souls Church

Usher, Greeter, Counter
Caring Card Table
EASIS table
Sunday Lunches
Preparing the menu
Getting the ingredients
Prepping the meal
Serving the meal
Clean up afterwards
Set Up Coffee Hour Pastries
Teach Children's RE
Teach Adult RE
Mentor a Teenager
Assist with Weddings
Assist with the B&B program
Assist with a vespers service
Assist with A/V Sound/Lights
Assist with our website and social media
Join a Choir or a Drumming group
Join a Covenant Group
Join the Gardening Group
Join Young Souls, Souls in
The Middle or Silver Souls
Join Green Souls or
Welcoming Souls or
Start an Interweave group
Join the Archives Group
Join the Caring Committee
Take an Adult Spiritual
Development Class
Assist with a fundraising event
Such as a dance or the
Church Auction
Assist with the Annual Giving
Campaign or the Third
Century Challenge
The Annual Mtg in Dec.
Join Mindful Souls
Join the Supper Circles
Join the Nominating Committee
Become an Officer or Trustee
Become a Worship Associate
Ministerial Committee Member

Join a Task Force (Covenant of Right Relations)
Assist with the Pet/Bike Blessing Service
Assist with the Vespers Service
Assist with the Father's Day Picnic
Assist with the Christmas Eve Service
Or La Posada, or the Thanksgiving Food
Collection or the annual Crab Fest
Kwanzaa Potluck or Seder Event
The All Souls Weekend on the Bay
Join the Affordable Housing Corporation Board
Join the Beckner Fund Committee
Teach English as a Second Language
Volunteer at Beacon House
Assist with the Hiroshima Children's Drawings
The Haitian Community Rebuilding campaign
Travel with a Pilgrimage group
Work with the Washington Interfaith Network
The UU's for Social Justice of the Capital Region
The Joseph Priestly District
The UUA, General Assembly is in Columbus, OH
The UUA Witness Ministry
The Standing on the Side of Love Campaign
The UU's at the UN Campaign
The UUSC Social Action Committee
Join us at Interfaith events; 9/11 Unity Walk
Local and National Issue Rallies and Protests
Table at Street Fairs and Pride events and
Neighborhood Festivals and other events
Get involved with the Reeb Project for Voting
Rights advocacy
Attend Sunday Services
Provide flowers for a service.
Give generously with your resources, especially
if you have been blessed with more than most
Celebrate weddings, births, child dedications,
life celebrations, birthdays, anniversaries,
comings and goings, graduations.
Accompany folks during difficult times such as
the loss of a home or a job, an illness,
memorials; visit a shut in member of the
community or an incarcerated member
Think of new and original things to do
Get to know others, let others get to know you.
Be humble, be grateful, have a blast.



All Souls Church Unitarian

a diverse, spirit-growing, justice-seeking community

Congregant Profile

To build the Beloved Community, we must know ourselves—who we are and what we can do. Sharing information about yourself and your family will help us build a more connected, vibrant community.

Last name First name Preferred name

Address

City State Zip

Preferred phone Email address

Birth date Sexual orientation Gender

Partner/spouse's name

Child's name Gender Birth date Race/ethnicity

Child's name Gender Birth date Race/ethnicity

Child's name Gender Birth date Race/ethnicity

Child's name Gender Birth date Race/ethnicity

How would you describe your race/ethnicity? Feel free to identify as more than one category.

_____ African descent/Black	_____ European descent/White	_____ Pacific Islander
_____ Arab/Middle Eastern	_____ Latino/Hispanic	_____ Multi-racial
_____ Asian	_____ Native American/Indian	_____ Other:

How would you describe your religious tradition? (e.g.: conservative Christian; raised in non-practicing Jewish family; none)

What level of education have you completed?

_____ Less than high school	_____ Associate's degree (2 years)	_____ Doctoral degree
_____ High school/GED	_____ Bachelor's degree (4 years)	_____ Professional degree (MD, JD)
_____ Some college	_____ Master's degree	_____ Other:

To further my personal spiritual journey, I would like to

(RE = religious education)

- | | | |
|-----------------------------|-------------------------------|-----------------------------------|
| _____ join a covenant group | _____ take an adult RE class | _____ teach RE for children/youth |
| _____ lead a covenant group | _____ teach an adult RE class | _____ |

To help fellow congregants in need, I would like to

- | | |
|------------------------|---------------------------|
| _____ send cards | _____ visit in person |
| _____ make phone calls | _____ make and take meals |

I care about social justice and am particularly interested in

- | | | |
|------------------------------------|----------------------------|------------------------|
| _____ criminal justice | _____ immigrants' rights | _____ voting rights |
| _____ English as a second language | _____ international issues | _____ youth organizing |
| _____ environmental justice | _____ LGBTQ rights | _____ |
| _____ homelessness/hunger | _____ racial justice | _____ |

I would like to share these skills with the All Souls community:

- | | | |
|--|-----------------------------|-----------------------------------|
| _____ archiving | _____ event planning | _____ leadership/team development |
| _____ communications (writing/editing) | _____ fundraising | _____ marketing/public relations |
| _____ cooking/catering | _____ gardening | _____ public speaking |
| _____ data entry | _____ hospitality/welcoming | _____ web design |

I speak/know

- | | |
|---------------|------------------------------|
| _____ Spanish | _____ American Sign Language |
| _____ French | _____ other |

I consider myself a (novice or expert)

- | | |
|--------------|-----------------------|
| _____ actor | _____ singer |
| _____ artist | _____ instrumentalist |

I would also like All Souls to know this about me:
