

Our Top Seven Priorities Strategic Plan 2013-2018

The following seven goals received the broadest congregational support in a comprehensive two-year strategic planning process. The strategic plan is outlined in a separate document (below), which includes vision statements and additional goals discussed. Our Board of Trustees will use these goals to guide their programming efforts, overseeing the committees and staff charged with implementing the action steps that will lead to the fulfillment of our plans. This plan, approved by the BOT on April 9, 2013, was presented to the congregation at the Annual Meeting on May 5th, 2013, and unanimously endorsed.

Our goals in order of votes received:

Hire a Membership / Connections Coordinator to support members deepening their connection and involvement in congregational life, 50 percent time, effective by January 2014.

Support our current worship services and explore, experiment, and evaluate new and innovative worship services by July 2015.

Increase participation and service opportunities for all age groups, including children, and integrate service into the Lifespan RE program by January 2015.

Make our church more green by increasing our church's energy efficiency by 25 percent by June 2017.

Investigate and strengthen our Life Span Religious Education for all ages by Sep 2014.

Conduct a space/facilities/utilization needs assessment to accommodate growth, including parking, by May 2014.

Strengthen Young Adult (18-35) group(s) at UUCUC under leadership of RE Director (DRE) by December 2014.

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Our goals in chronological order of completion, the parties charged to guide our implementation efforts, as well as possible action steps:

Hire a Membership / Connections Coordinator to support members deepening their connection and involvement in congregational life. 50 percent time, effective by January, 2014.

- **Parties involved:** Personnel Committee, Membership Committee, Minister, Finance Committee
 - Finalize the job description and work with Finance and Personnel Committees to determine salary level in line with UUA Guidelines
 - Advertise for and hire individual best suited for position

Conduct a space/facilities/utilization needs assessment to accommodate growth, including parking, by May 2014

- **Parties involved:** Property Committee, Green UUs, Facilities TF (to be charged by BOT)
 - Display for review and comment by the full congregation the architectural plans and blueprints drawn twelve years ago for a real elevator and new stairway to serve the basement, ground level, sanctuary level and rood loft. Those plans included a larger parking lot, access for all our

members, and improved auto access to the south doors

- Develop an updated plan based on the new realities and new variables
- Install a 'real' elevator to serve the basement, ground level sanctuary level and rood loft.
- Renovate the rood loft room for meeting space along with the new elevator installation

Investigate and strengthen our Life Span Religious Education for all ages by Sep 2014.

--- **Parties involved:** DRE, RE Committee, Minister

- Study potential for summer RE program including week-long, full-day 'Vacation RE School' led by teens and adult supervisors and regular Sunday summer RE program.
- Study potential for adult RE class(es) offered during same time frames as children/youth RE
- Work with RE parents to design ways to increase community within that group

Strengthen Young Adult (18-35) group(s) at UUCUC under leadership of RE Director (DRE) by December 2014

--- **Parties involved:** DRE, RE Committee, Minister

Increase participation and service opportunities for all age groups, including children, and integrate service into the Lifespan RE program by January 2015.

--- **Parties involved:** Social Action Committee, DRE, RE Committee, Minister, Membership Coordinator

- Undertake one or more major social justice projects per year, including funding; ie: Habitat for Humanity.
- Continue two-year initiatives.
- SAC works to inform and educate the congregation about current social justice issues that speak to UU principles, and provide concrete ways individuals and groups within the church can take action on these issues.

Support our current worship services and explore, experiment, and evaluate new and innovative worship services by July 2015.

--- **Parties involved:** Minister, Music Dir, Choir Dir, Worship Committee, DRE, RE Committee, Assistant for Services, Young Adult Group

- Appoint small task force to visit UU and non-UU churches in region and attend trainings that have diversified worship services to appeal to different ages and/or interests.
- Request that task force also study UUA website and other resources to determine variety of approaches in use outside UUCUC.
- Provide avenues for discussion, feedback, and evaluation among UUCUC members through committees, committee council, youth groups, adult classes, etc.
- Engage young adults - ages 18-35 - in discussion about kinds of music, worship and approaches to spirituality of interest to young age groups.

Make our church more green by increasing our church's energy efficiency by 25 percent by June 2017.

--- **Parties involved:** Green UUs, Property Committee, Sexton, Social Action Committee, Finance Committee, DRE, Minister

- Completed an energy audit by Dec 2013. Cooperative effort between Property & Green UU's.
- Establish a task force to make recommendation based on the audit by May 2014 annual meeting. Review all possible energy saving options and develop a priority order. Windows in stone church are a know replacement need.
- Replace basement windows in the stone church building, range of \$15k to \$25k. FY13-14.
- Priority set based on ROI (Return on Investment), based on energy audit: Double windows in RE wing; Insulation over sanctuary; insulation of walls in RE wing; energy efficient boiler and/or geothermal system; A/C for sanctuary; solar panels for electricity.
- Select the most appropriate project from the above list for implementation in FY 13-15.

Vision Statements as Provocative Propositions	Goals	Owner	Parties Involved	Start Date	Finish Date	Complete Indicator	Action Steps		
1. INTERNAL COMMUNITY									
<p>Our church culture is defined by a spirit of genuine care for one another. We take seriously the practice of shared ministry, which means inspiring a membership that is active and engaged, with all giving generously of their gifts. Volunteer service is understood as both spiritual discipline and a rewarding opportunity for personal growth, and is supported by a paid Membership / Connections Coordinator. Our religious community is strengthened by an abundance of small group ministries and chalice circles, which serve to nurture and connect us. Realizing our potential to grow, our Leadership Initiative helps us to develop leadership skills and a deeper understanding of our faith.</p>	1.1	<p>Hire a Membership / Connections Coordinator to support members deepening their connection and involvement in congregational life. 50 percent time, effective by January, 2014.</p>	Board	Membership Comm Comm Finance Comm Minister	Jun13	Jan14	Position Filled	Overall Goal Responsible Party and Milestones	
								1.1.1	Finalize the job description and work with Finance and Personnel Committees to determine salary level in line with UUA Guidelines.
								1.1.2	Advertise for and hire individual best suited for position.
								1.1.3	
								1.1.4	
	1.2	<p>Increase voting membership by 5-10 percent annually to 350 by.</p>	Schedule / Action To Be Determined					1.2.1	Develop clearly defined steps to becoming member of UUCUC including orientation, definition of membership and action required to become member
							1.2.2	Ensure that membership is encouraged during Orientation and that further clarification and/or follow-up is provided for those interested.	
							1.2.3	Concentrate outreach activities to campus and community during months of greatest potential for interest - Aug/Sept & Dec/Jan	
							1.2.4	Evaluate advertising mechanisms - radio, newspaper, sidewalk pulpit - annually to enhance impact and /or effectiveness	
							1.2.5	Integrate new members and engage current members into church life – mentoring program, chalice circles, adult RE courses, service activities.	

Vision Statements as
Provocative Propositions

Goals

Owner

Parties Involved

Start Finish Complete
Date Date Indicator

Action Steps

2. SPIRITUAL, DIVERSE & ENGAGING

UUCUC reflects an inclusive culture that emits a beacon of hope to those seeking justice and peace for the world. We are a vibrant faith with unique approaches to understanding the traditions of all religions and beliefs. Through thoughtful, varied and energizing worship, using unique classes and open communication, we challenge ourselves and the world to heal conflict and hurt, to celebrate differences and diversity, and seek peace.	2.1	Develop worship services that engage younger generations.	Schedule / Action To Be Determined					2.1.1	During annual planning for following fiscal year's worship services, work with minister and worship committee to determine minimum of two dates for youth/young people to lead worship
	2.2	Support our current worship services and explore, experiment, and evaluate new and innovative worship services by July 1, 2015.	Board	Minister, Worship Comm, DRE, Young Adult Group, RE Comm, Youth, Music Dir, Choir Dir, Choirs, Assistant for Services	Jun13	July15	Report To Board	Overall Goal Responsible Party and Milestones	
								2.2.1	Engage young adults - ages 18-35 - in discussion about kinds of music, worship and approaches to spirituality of interest to young age groups
								2.2.2	Appoint small task force to visit UU and non-UU churches in region and attend trainings that have diversified worship services to appeal to different ages and/or interests
								2.2.3	Request that task force also study UUA website and other resources to determine variety of approaches in use outside UUCUC
								2.2.4	Provide avenues for discussion among UUCUC members through committees, committee council, youth groups, adult classes, etc.
	2.3	Investigate and strengthen our Life Span Religious Education for all ages by Sep 2014.	Board	DRE, RE Comm, Minister	Jun13	Sep14	Report To Board	Overall Goal Responsible Party and Milestones	
								2.3.1	Study potential for summer RE program including week-long, full-day "vacation RE School" led by teens and adult supervisors and regular Sunday summer RE program.
								2.3.2	Study potential for adult RE class(es) offered during same time frames as children/youth RE
								2.3.3	Work with RE parents to increase community within that group
	2.4	Increase denominational connections, promote UU national and regional involvement, and collaboration with UU ministries.	Schedule / Action To Be Determined					2.4.1	By FY14, budget expenses for a minimum of two adult members annually attending Midwest Leadership School.
								2.4.2	Sponsor two adult members annually to attend GA with responsibility of bringing back to UUCUC new ideas
								2.4.3	Encourage those who attend these leadership opportunities to share knowledge in agreed-upon forum or through leadership position.

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3. YOUTH & YOUNG ADULT

Youth and young adults are empowered as members and friends of our congregation to participate fully in all ministries, programs, governance. Leadership development includes our youth and young adults. We reach out to and support youth and young adults, in community with members of all ages, to engage in social justice work, interfaith activities and participate at all levels of UU ministries.	3.1	Strengthen Young Adult (18-35) group(s) at UUCUC under leadership of RE Director.	Board	DRE, Young Adult Group, RE Comm, Youth, Minister	Jun13	Dec14	Healthy YA Group(s)	Overall Goal Responsible Party and Milestones	
								3.1.1	
								3.1.2	
								3.1.3	
	3.2	Establish Task Force composed of youth (middle school through age 20), parents and committee representatives to determine ways to effectively engage youth in operation and activities of UUCUC by Jan 1, 2014.	Schedule / Action To Be Determined						3.2.1 By December 31, 2013, conduct study of Bylaws, Policies and Procedures and discuss with youth the potential for youth membership, perhaps on sliding fee scale, as well as potential for youth representation on BOT and specific/select committees
								3.2.2 Develop criteria for youth membership (age/fee per age range) through discussion with youth, membership committee, BOT	
								3.2.3 Determine / Develop effective mechanisms for adults and youth to communicate about activities of mutual interest including use of social media to exchange ideas eg: blogs, Uniter articles, Youth News, etc	
								3.2.4 Establish mechanism(s) for youth and adults to develop 1-2 projects annually through which to work intergenerationally	
	3.3	Increase number of youth and young adults leadership opportunities within UUCUC annually over 5 years.	Schedule / Action To Be Determined						3.3.1 Effective in FY14 ensure that minimum of two youth/young adults annually attend Midwest Leadership School by paying expenses through UUCUC budget
								3.3.2 Ensure that members of YRUU attend minimum of one CON annually by using resources in YRUU account for that purpose	
								3.3.3 Sponsor two youth and / or young adults annually to attend GA with responsibility of bringing back to UUCUC new ideas	
								3.3.4 Encourage those who attend these leadership opportunities to share knowledge in agreed-upon forum or through leadership position.	

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5. SOCIAL & ENVIRONMENTAL JUSTICE											
We are known as leaders for our peace and social justice efforts that reach across ethnic and religious boundaries in the service of our community and emphasize our shared humanity. Our Community Outreach Staff Person leads the congregation in social and environmental justice endeavors that meaningfully address the major issues of our time including the root causes of poverty. We are a place for people to be informed and motivated to take action!	5.1	Determine need for and feasibility of hiring a Community Outreach Staff Person by Jan 1, 2017.	Schedule / Action To Be Determined				5.1.1	Develop Job Description through appropriate departments/committees within UUCUC.			
							5.1.2				
							5.1.3				
							5.1.4				
	5.2	Increase participation and service opportunities for all age groups, including children, and integrate service into the Lifespan RE program.	Board	Social Action Committee, DRE, RE Comm, Minister, Membership Coordinator	Jun13	Jan15	Report To Board	Overall Goal Responsible Party and Milestones			
								5.2.1	Undertake one or more major social justice projects per year, including funding; i.e.: Habitat for Humanity		
								5.2.2	Continue two-year initiatives.		
								5.2.3	SAC works with the new Community Outreach Staff Person to inform and educate the congregation about current social justice issues that speak to UU principles, and provide concrete ways individuals and groups within the church can take action on these issues.		
	5.3	Expand service to the LGBTQ community.	Schedule / Action To Be Determined				5.3.1	Complete / renew UUA Welcoming Congregation program.			
								5.3.2	Implement "Standing on the Side of Love."		