

**Appendix C
UJ Church Strategic Plan**

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	Vision Statement	"Votes" Rec'd	Action Step	Money/Resources/ Other committees/ staff	Responsible Committee	Start Date	Completion Date	Competition Indicator	Status as of 9/26/07 (following SPRC meeting)
1	5.2 Governance and Operations: Review current governance	2,2	Investigate UJA guidelines and establish our recommendations for governance changes.	RE Committee; Committee on Ministry and Personnel Committee	Board	11/01/06	04/01/08	Recommendations are in place.	BOT continues to discuss potential changes in governance
2	4.1 Facilities: Assessment		Assess the accessibility and space needs of the church, prioritize these, and develop a list of building improvement projects to address the higher priority needs (1st priority)	RE Committee, Property Committee, Membership Committee, Social Action Committee; Board Appointed Facilities Improvement Committee	Board	01/01/07	03/01/08	Needs assessed and prioritized; improvements ideas developed.	Board is in process of creating Facilities Assessment Taskforce. Brian McDermott is organizing
3	4.2 Facilities: Funding		Conduct a capital campaign feasibility study (2nd priority)	congregational approval to conduct study; funding to hire consultant to conduct study; Board appointed Capital Campaign Committee	Board	01/01/08	05/01/09	Feasibility study completed.	still to happen.
4	4.2 Facilities: Funding	6, n/a	Develop an integrated building improvement plan that addresses maintenance needs that require a large investment of funds (Property Cmte list of maintenance needs developed 2/2007) and the higher priority space and accessibility needs (accessibility needs defined by Facilities Assessment Taskforce), considering energy efficiency and environmental impact (3rd priority)	BOT/Congregational Approval for funds to engage architect to develop plan; Board Appointed Facilities Improvement Committee; Green Uus, RE, SAC	Board	01/02/08	5/01/08 - congregational vote on funding; 11/1/08 - plan completed	Plan completed.	still to happen
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6	4.2 Facilities: Funding		Appoint Capital Campaign Committee (4th priority)		Board	01/03/08	01/01/08	Committee formed and given its charge.	still to happen.
7	4.2 Facilities: Funding		Conduct a capital campaign in coordination with the 2010 canvass (5th priority)	Board Appointed Capital Campaign Committee	Board	05/01/09	1/1/2011	Capital campaign conducted.	still to happen
8	3.3 Diversity: Expand formats	6,3	Invigorate Early Worship Services: Research how other churches with two services handle it	Worship	Early Services Taskforce	01/01/07	01/01/08	Publish results of research (e.g., report to board, annual report, Uniter)	in process.
9	3.3 Diversity: Expand formats		Invigorate Early Worship Services: Work with other committees that are involved in worship to generate ideas.	RE, Sunday Crew, Choir	Early Services Taskforce	01/01/07	01/01/08	Publish results of internal research (e.g., report to board, annual report, Uniter)	still to happen
10	3.3 Diversity: Expand formats		Invigorate Early Worship Services: Survey members of church to get their feedback on two services	Worship	Early Services Taskforce	01/01/07	01/01/08	Publish results of research (e.g., report to board, annual report, Uniter)	still to happen
11	3.3 Diversity: Expand formats		Implement plans to invigorate Early Worship Services	Worship	Early Services Taskforce	01/01/08	01/06/10	Attendance at early service is doubled.	still to happen
12	5.1 Governance and Operations: Staff pay	31,17	Make staff pay equity a priority in stewardship philosophy.	Finance Committee, Stewardship Committee, Board \$8400/year; Committee on Ministry and Personnel Committee	Finance Committee: Stewardship subcommittee	12/01/06	07/01/10	Canvass and budgeting process reflects this priority.	made a specific proposal to the board in March for a 4 year plan to move staff pay up to the UUA recommended guidelines; Karen Retzer needs to update and circulate to BOT, Finance Committee & Stewardship again
13	3.1 Diversity: Visibility	28, 15	Yard signs for social action and service events; for example to put in yards during rake-a-thon.	100; SAC can use the signs	Membership Committee	01/01/07	09/01/08		still to happen
14	1.1 Expand activities: Covenant groups	22, 7	Education of covenant group leadership	\$200	Membership Committee	09/01/07	12/01/07	Cluster covenant group facilitator training (??)	attended conference in Peoria on growing small group ministry (when?); cluster covenant facilitator training is scheduled for Nov. 10, 2007; Doug Jones & Brian McNurflen coordinating.
15	3.1 Diversity: Visibility		Travel mugs free to members	\$650 for 300 mugs	Membership Committee	01/01/08	03/01/08	Mugs in members hands.	still to happen

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16	3.1 Diversity: Visibility		Lighting of the wayside pulpit and church sign	Property Committee, \$1000	Membership Committee	01/01/08	05/01/08	Lights on signs.	still to happen
17	3.1 Diversity: Visibility		Design (or purchase) UU shirts with logos (will help promote our church)	initial capital to purchase shirts; resources if hiring designer	Membership Committee	01/01/09	05/01/09		still to happen
18	5.3 Governance and Operations: Policies and Procedures	2.0	Research and revise employment procedures (Employee handbook) to assure fairness from a social justice perspective.	Social Action, Office staff?	Personnel Committee	09/01/07	05/01/09	Revised policies and procedures are commensurate with UUA guidelines.	still to happen; Karen Retzer will send committee 'pay equity' document that was documented last March.
19	4.1 Facilities: Assessment	23,17	Determine the maintenance needs for the church, separating those that can be met through routine operations/budget (including set asides) from those that require a large investment of funds; prioritize according to safety and integrity of our building and grounds	Property committee time	Property Committee	10/01/06	12/01/06	Final list of maintenance needs.	Draft list (dated 2/12/07) was made, and distributed to BOT (summer '07). Property committee to communicate to Finance Committee to ensure tasks can be fulfilled as needed.
20	1.2 Expand activities: Full-time DRE	32, 7	Raise awareness of need for full-time RE director, particularly during canvass.	Stewardship Committee; Volunteers to develop plan.	RE Committee	01/01/07	01/01/08	Commitment of appropriate committees and canvass to support movement to full time DRE.	this info was included in the canvass publicity; in the Uniter; and is discussed regularly in church committees; still need to do more with publicity and promoting this concept
21	1.2 Expand activities: Full-time DRE		Transition DRE to full time.	Personnel, Stewardship, Finance \$6000/year	RE Committee	01/01/07	07/01/10	DRE working full time with fair compensation.	in process of raising awareness; AY07-08 budget added 2 hours per week for DRE position, currently a 32 hour/week position.
22	1.2 Expand activities: Full-time DRE		Evaluate need for additional RE classes at 9 a.m. service an expand if appropriate.	DRE and 1st Service Task Force	RE Committee	04/01/07	08/01/07	Survey results published (e.g., in Uniter, report to Board, website)	Classes during 9:00 have started, however, evaluation still needs to happen.
23	1.2 Expand activities: Full-time DRE		Increase offerings for adult education.	Volunteers to develop and deliver activities.	RE Committee	07/01/09	07/01/10	Begin with offering one adult education class each semester, in addition to Axel's offerings.	still to happen

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24	1.3 Expand activities: YRUU		Assess needs of YRUU activities.	DRE, youth, YRUU advisors	RE Committee	07/01/09	08/01/09	Published results of assessment (report to the board, congregation, etc.)	still to happen
25	1.4 Expand activities: Family Night		Have a family night once a year.	Volunteers to plan and deliver activities under direction of	RE Committee	07/01/09	07/01/10	Family night held in 2009-2010	has already happened this year (2007)
26	1.3 Expand activities: YRUU		Strengthen variety and quality of YRUU activities.	DRE, youth, YRUU advisors	RE Committee	08/01/09	07/01/12	(specific goals -- increase numbers, activities, etc?)	still to happen
27	1.5 Expand activities: Playground	6.5	Gather input from congregation, including children, about improving the playground.	Visuals for town hall meeting, facilitator for town hall meeting, volunteers for playground committee.	RE Committee: Playground sub-committee	12/01/06	02/01/07	Published results of input.	done
28	1.5 Expand activities: Playground		Create playground plan, including estimated costs.	Property, Finance, Stewardship, RE, Board	RE Committee: Playground sub-committee	02/01/07	08/01/07	Published plan.	committee established; several plans proposed for input; old playground has been demolished
29	1.5 Expand activities: Playground		Fundraising for playground	Property, Finance, Stewardship, RE, Board	RE Committee: Playground sub-committee	08/01/07	06/01/08	Funds acquired.	in process for fundraising
30	1.5 Expand activities: Playground		Install playground components	Finance Committee, Property Committee, monies raised for playground	RE Committee: Playground sub-committee	06/01/08	08/01/08	Playground installed	still to happen
31	1.5 Expand activities: Playground		Celebrate improved or new playground.	Volunteers	RE Committee: Playground sub-committee	08/01/08	08/31/08	Planned event carried out.	still to happen

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3.2 Diversity: Reach out	4, 11	Choose appropriate high-profile public service projects to accomplish this	Membership Committee, Board?	Social Action Committee	07/01/06	06/01/08	(specific goals -- e.g., One public service project completed by 6/1/08)	still to happen
32								
2.1 Social Justice: Peace Bazaar		Promote and encourage volunteerism at Peace Bazaar	Volunteers	Social Action Committee	12/01/06	12/01/08	(want a specific number of people?)	promoted for 2006 event; still to happen for subsequent years
33								
2.3 Social Justice: Shared offering		Strengthen and expand shared offering program.	Dedicated members of congregation to coordinate each month's shared offering.	Social Action Committee	01/01/07	01/01/12	??grow the program? Keep track of collections? Etc.	in process
34								
3.2 Diversity: Reach out		Brainstorm list of ways to increase visibility in the community in order to attract a diverse population	RE Committee, Membership Committee	Social Action Committee	01/01/07	06/01/07		still to happen
35								
3.1 Diversity: Visibility		Create and carry UU church banners at various events, such as Unity March, etc.	Membership committee; Volunteers to march	Social Action Committee	06/01/07	06/01/10		DONE: it was in the 4th of July parade.
36								
2.2 Social Justice: Anti-racism/white privilege		Strengthen and expand anti-racism/white privilege study group.	Money for materials (\$25-\$50)	Social Action Committee	09/01/07	09/01/08	??increase participation by church members? By non-church members?	in process
37								
2.5 Social Justice: Projects	21,0	Expand Cong. Involvement in Social Action: Assess congregational interest in potential social action projects.	postage for survey?	Social Action Committee	09/01/07	04/01/08	Published summary of congregational interest.	still to happen
38								
2.4 Social Justice: Films		Co-sponsor showing of various films at church.	co-sponsors?	Social Action Committee	09/01/08	09/01/10	??by 2010, show 4 films annually?	still to happen
39								
2.5 Social Justice: Projects		Expand Cong. Involvement in Social Action: Prioritize, select and schedule social action projects as identified by the congregation.		Social Action Committee	09/01/08	09/01/11		still to happen
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41	4.1 Facilities: Assessment	Investigate what is required to earn the UUA's official designation of being 'green' at Green street	Board Appointed Facilities Improvement Committee,	Social Action Committee: Green Uus	01/01/07	03/01/08	Information obtained.	Information obtained; led a worship service in April; organized activities/education for congregation; conducted energy survey; revised recycling procedures; donated composting bin for yard & kitchen wastes; hope to propose a congregational vote on becoming recognized as green congregation with the UUA criteria
42	3.3 Diversity: Expand formats	Increase Lay Participation in Worship: Train lay leaders		Worship Committee	01/07/07	06/01/09	???	in process
43	3.3 Diversity: Expand formats	Increase Lay Participation in Worship: Institute role of liturgist		Worship Committee	01/07/07	06/01/09	???	still to happen