

**UUCSS Strategic Plan Updated Goals by Year
(Based on Outcomes of Strategic Plan Review)**

February 2010 – Final

Approved by Board of Trustees, February 23, 2010

Objective	Responsible	Linked to Goal	Notes
ONGOING			
(Initiatives already begun under the strategic plan that we will continue to devote time, energy and resources to)			
At regular intervals, we publicly celebrate our church-wide social actions and our successes	Program Council Children/Youth RE	Transforming our World	
Committees practice rituals to affirm the spiritual aspect of their work together.	All committees, Lifespan RE, Ministers	Transforming our Church	
Annually communicate about our social justice projects, so that our members and friends know what we are doing and how they might contribute. ADDED: Celebrate Social Action, including adding Social Action themed Service(s)	Program Council & Worship Services, Annual Report, Uniter articles, Children/Youth RE, Announcements	Transforming our World	
Because we seek to have greater and greater impact and to become a leader in social action, we regularly reflect on our work, and	Program Council, Children/Youth RE, Parish Minister, MRE	Transforming our World	

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educate ourselves about social action in our area and in our denomination, and develop partnerships when appropriate.			
We build a lifespan religious education programs that offer members opportunities to embrace diversity, such as the UUA anti-racism programming	RE-Youth & RE-Adult Committee & MRE & Parish Minister	Transforming Ourselves	
We choose and implement appropriate technology to support the exchange of information needed to be a caring community (such as perhaps a members-only section of UUCSS website)	Admin Ops Committee, Membership Committee	Transforming Ourselves	
Programming and pastoral care attends to members transitioning thru life stages, reaching out proactively to help these members & their families see how the change may manifest in new opportunities & relationships & spiritual journeys.	Parish Minister, MRE, Lay Ministers & ARE	Transforming Ourselves	
The church visually reflects the diversity of spiritual journeys and diversity of members who are	Outreach/Property/Parish Minister	Creating Community	

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welcomed in our congregation			
UUCSS communications reflect the diversity of spiritual practices in our congregation, as well as our leadership in social action	Parish Minister, MRE, Outreach	Creating Community	
2010			
UUCSS communicates who we are through a variety of media, such as updated websites, brochures for media, podcasts	Outreach, Parish Minister, Membership Coordinator (if recruited)	Creating Community	
Implementation of Miracle Sunday Plans (based on priorities communicated to the Congregation, further recommendations of the committees and bidding process)	Program Council, Building & Review Committee & Property Committee	Transforming our Church	
Present a detailed and realistic plan for meeting church needs Will be accomplished through Miracle Sunday follow-up	Building Review Committee	Transforming our Church	
Assess and improve how welcoming our campus is. Is it easily navigated? Accessible for diverse groups?	Outreach & Property	Creating Community	

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To be integrated with Miracle Sunday Implementation			
Develop clear, efficient, and realistic process for reporting and addressing ongoing maintenance needs	Property Committee, Church Administrator and Sexton	Transforming our Church	
Fact-finding mission on Governance to St Paul, MN	Lay Leaders, Parish Minister and MRE	Transforming our Church	
Establish a Membership Coordinator/Ministerial Assistant position and seek a Chalice Lighter grant to provide transitional funding assistance.	Board, Parish Minister	Creating Community	This position will be explicitly linked to growth and diversity goals. Our short term ability to implement will depend on the availability of grant funding.
Interested guests and friends are helped to engage meaningfully in church life.	Membership Committee; VP to Program Council; Parish Minister, Membership Coordinator (when recruited)	Creating Community	This work has begun with new leadership and outreach from the Membership Committee. It will continue to be strengthened in 2010-2012 with the addition of the Membership Coordinator position
Annually review / monitor staffing hours to maintain compliance with UUA growth guidelines and to inform decision-making about growth and new staffing	Board, Personnel Committee & Parish Minister	Transforming our Church	
Review goals and	Board, Council,	Transforming our	The goal of

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timelines regarding Ministerial staffing at the 2010 Board Council Retreat in order to update plans	Parish Minister	Church	appointing a search committee and calling an associate minister was originally connected to Growth Goals, but now is also strongly linked with strategy for achievement of Diversity Goals. Diversity in Ministry application submitted and approved.
Reconstitute Endowment Committee	Board	Transforming our Church	
2011			
Following the discernment process recommended in the Buildings and Grounds section of this plan, establish a committee to begin the visioning process for a Capital Campaign.	Bldg & Review Committee to make recommendations to the Board	Transforming our Church	Some of these needs will be addressed through Miracle Sunday Implementation. The Planning Committee recommends that a decision point be made in 2011 based on further work and recommendations of the Bldg & Review committee
Set timelines, goals and strategies for growing the endowment	Endowment Committee	Transforming our Church	
Communicate current endowment giving process to membership to ensure that people know how to do so, even as we develop a	Board & Standing Committee Chair	Transforming our Church	Depends On: Board appoints a Chair for Endowment Committee and the committee is reconstituted as a

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more comprehensive process.			standing committee
Church Programming meets the needs of designated populations in the church (such as Simple Lifestyle programs, retirement support groups, Summer Camp, end-of-life issues	ARE, MRE, Lay Ministers, Parish Minister, Inreach	Transforming Ourselves	
Consider outsourcing bookkeeping, collector, or treasurer or hiring business administrator	Finance	Transforming our Church	
We track which activities draw new friends and members to the church.	Membership Coordinator, Outreach, Membership & Admin Operations Comm	Creating Community	
2012			
Develop a plan for the Capital Campaign	Capital Campaign Committee	Transforming our Church	DEPENDS on board decision to advance Capital Campaign in 2011