

UUFCCO 2014-18 Strategic Plan:

Result 1: UUFCCO will offer a strong spiritual program

Goal	2014-15	2015-16	2016-17	2017-18
Offer a comprehensive Sunday service program				
Expand spiritual and emotional depth of Sunday services				
Broaden activities that provide opportunity for spiritual practice and ministry				
Create a strong sense of Stewardship Ministry	Raise Fair Share pledges to 28%; Offer one small group Stewardship class; first celebration Sunday major event; Stewardship team as part of COC works with other committees	Raise Fair Share pledges to 32%; offer two small group Stewardship classes; one stewardship sermon outside of the annual budget drive; stewardship team works closely with all other committees on the council of committees and is involved in many of the events	Raise Fair Share pledges to 36%; Offer 1 small group class and 1 larger class with stewardship focus; increase stewardship team size by 3 members;	Raise Fair Share pledges to 40%; start the shift to year round stewardship; offer multiple stewardship education opportunities throughout the year

Result 2: UUFCCO will have a strong organizational structure

Goal	2014-15	2015-16	2016-17	2017-18
Develop effective organizational procedures (bylaws, policies, personnel, annual checklist)	Review policy and procedure process and assign 1-2 at-large board members for special project regarding policies in the New Home; Create a Safety and Security committee to create safety policy to recommend to the board	Create annual checklist as a way of reviewing policies, bylaws, and other board business in advance of the annual meeting; Develop risk management policies to address accidents, complains, and conflict	Review staff job descriptions for changing priorities and workloads	Review rental policies and procedures
Promote and develop congregational leadership	All new and old committee create a new charge and mission of each committee working closely with the board of the COC that ties mission directly to their work	Ensure that succession planning is on the agenda of every committee	Create congregational development standing committee trained in leadership development	Hold leadership development classes
Implement planned giving and endowment program	Evaluate the needs of the planned giving committee; structure the program and empower the committee members	Create a clear delineation between capital campaign, stewardship, fundraising, and planned giving and don't allow planned giving to be placed on hold because of other events	Continue to evaluate materials and resources for the program	Hold an estate planning seminar

Develop a strong committee structure	Implementation of the APFT recommendation report; recruit leadership for the newly developed committees; Implement COC	Evaluate the needs of the congregation and the current committees and possibly add or combine groups to be more efficient		
Implement staffing level appropriate to congregation size	DRE - .5; Administrator - .5; Music Director - .3; Bookkeeper - .25; Create Volunteer Coord. Role .25	DRE - .75; Volunteer Coord - .3	Music Director - .4; Volunteer Coord - .4; Bookkeeper - .3	Music Director - .5; Administrator - .75; Volunteer Coord - .5
Maintain an effective evaluation process for congregational activities and staff	Offer feedback cards in the building with general or event specific options	Create an activity report to be completed after activities and reported to the COC to evaluate effectiveness of events	Reevaluate our staff appraisal process - are the staff members connected to our mission through their goals and development?	Evaluate professional development offering for staff and key lay leaders

Result 3: UUFCA will offer & encourage lifespan religious education and growth

Goal	2014-15	2015-16	2016-17	2017-18
Expand RE Programming for children	Offer more age appropriate curriculum by narrowing class age ranges; RE offered for all services throughout the week as needed	Implement an indoor/outdoor program that connects the children and youth with nature as a learning experience regarding our 7th principle	Roll out comprehensive lifespan Stewardship curriculum; OWL Program for all ages offered; nature walks and grounds stewardship for all ages	
Expand RE Programming for youth	Offer more age appropriate curriculum by narrowing class age ranges; RE offered for all services throughout the week as needed	Implement an indoor/outdoor program that connects the children and youth with nature as a learning experience regarding our 7th principle	Roll out comprehensive lifespan Stewardship curriculum; OWL Program for all ages offered; nature walks and grounds stewardship for all ages	Develop a teen mentoring / Jr. RE Teacher program with the youth
Expand RE programming for adults	Look at combining Adult RE under the scope of the DRE to strengthen the program and seamlessly incorporate lifespan RE	At least one annual educational event about the history of Unitarian Universalism to keep members connected to our roots	Roll out comprehensive lifespan Stewardship curriculum; OWL Program for all ages offered; nature walks and grounds stewardship for all ages	Evaluate the educational needs of the congregation members and find fresh curriculum that meets the interests of membership
Create comprehensive and creative child / adult connections within the congregation	Expand the roster of individuals who conduct children's story time to include adult members of the congregation with special interests who might not otherwise be involved with RE	Develop a team of artistically skilled adults to lay the ground work for an Arts Month program that would bring the children and youth to the front of the congregation for an artistic display	Develop "Meet a Mentor" night with children and adults	Develop an RE day-camp during the summer with incorporated principles lessons and RE vegetable garden in partnership with UUFCA gardeners and find legal altruistic uses for the produce.
Develop a family ministry program	Develop a plan for family services and activities. Implement one of the proposed programs, once in	Marketing targeted to local area families for parent's night out with RE activities for children. Coordinate	Develop DRE office hours that are consistent with the end of the school day for Summit High, Miller Elementary, and the new	Create a safe environment for children, youth, and families who attend the nearby schools because

	the new building	with fundraising committee for possible movie night or other activity.	middle school being built near the property.	of our close proximity.
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Result 4: UUFCO will have a strong membership base and will bring people together into meaningful interaction

Goal	2014-15	2015-16	2016-17	2017-18
Provide meaningful invitation to newcomers	Ensure Welcome Table is stocked and evaluate newcomer materials for efficacy and engaging content	Develop team of trained members who will be available to staff the welcome table on Sundays and other events to greet newcomers	Hold monthly brunch events post- service and invite all newcomers to attend at service	Evaluate welcome procedures to meet the needs of all age groups
Provide meaningful way to become a new member	Create a regular post-service forum for visitor to ask questions and explore Unitarian Universalism	Evaluate membership class frequency and possibly change to 4-5 classes per year; Create "buddy" program for new members	Evaluate and revise P2M materials and new member ceremony processes to be more effective	Provide set appointment times for individual conversations with Minister or membership team
Maintain a deep involvement of current members	Roll out skills and interest surveys	valuate survey for needed new programs based on responses	Create a process for including newer members' ideas and finding ways to try to implement them	Create congregational development standing committee trained in leadership development
Support cultural diversity of members and friends	Evaluate new facility for accessibility to diverse populations	Welcome materials available in Spanish. Purchase some Spanish hymnals.	Sign language for Spirit of Life	Evaluate the need for sign language interpreter
Support age diversity of members and friends	Evaluate Sunday service times and alternate weekday evening services for convenience for young adult population	Review music program for effectiveness in reaching young adults; Evaluate and revise P2M materials and new member ceremony processes regarding need of different age groups	Develop a plan to implement campus ministry in coordination with the OSU- Cascades full 4 year campus	Start implementation of campus ministry program

Result 5: UUFCO will have a strong presence in the community

Goal	2014-15	2015-16	2016-17	2017-18
Strengthen social justice program	Identify Social Justice priorities	Build upon Social Justice internal newsletter	Identify ways our facility can help the central Oregon community	Hold ethical eating, responsible gardening, socially responsible investing workshops open to the community
Increase articulation of UU identity and values in the community	Hold community open house to introduce our facility to the central Oregon community	Participate in public witness events in the community when consistent with UU values	Interfaith community event involvement; flexibility and responsiveness for community tragedies	Hosting INCO meetings; supporting local non-profits by providing meeting space; AA
Increase consistent engagement with the community	Offer fundraising and outreach events semiannually and invite the community to participate	Offer fundraising and outreach events quarterly and invite the community to participate	Offer fundraising and outreach events monthly and invite the community to participate; Community symposiums; Guest	Create a consistent calendar of events, open to the public, to create connection with the community

