

## Strategic Plan (2013-2018): Evaluation and Accomplishments

The Dream Team celebrates numerous goals achieved in recent years. These are accomplishments to build on as our UUCUC congregation moves forward to envision and set goals for the future.

During 2013-2018, this UUCUC congregation planned and achieved the following goals:

- **Add a Membership/Connections Coordinator to support members in deepening their connection and involvement in congregational life.** We accomplished this priority in 2014. At first, we did not have a clear idea of what we wanted. But we experimented and made it work. The Pathways to Membership program has been developed and added to by current Membership Coordinator Sherry Bohlen. There is a large membership committee, which is active in many areas. This is a significant accomplishment resulting in many new members.
- **Support our current worship services and explore, experiment, and evaluate new and innovative worship services.** During 2014-2015, a ReVisioning Task Force, created by the BOT, surveyed the congregation, evaluated our current worship and church building, visited other congregations, and consulted UUA worship materials. The two years of interim ministers led to changes in worship practices. In turn, the ministerial search committee identified new and innovative worship as a need and hired a minister who met this need. More members of the congregation participate in new ways in our services.
- **Increase participation and service opportunities for all age groups.** Service opportunities have increased significantly. Three two-year initiatives voted on by the congregation include: Hunger, Immigration Justice, and Racial Justice. All three initiatives added many activities for adults and families, including interfaith CROP Walk participation, volunteering at Food Pantry/Foodbanks, participation in PrideFest parade, sponsoring YMCA Friday Forums, ACLU workshop, film series on racial justice and incarceration, death with dignity forums and films.
- **Make our church more green by increasing UUCUC energy efficiency.** This is another area where we accomplished much. Not only did we raise money and install solar panels on the roof, but we also installed a new boiler, and new windows in the lower level of the stone church.
- **Investigate and strengthen our Life Span Religious Education for all ages.** Every year ongoing Religious Education continued for children and youth, and several forms of adult RE took place. Many social action workshops could be considered adult RE. More recently, we hired Michelle Townsend Grove as our 3-year interim religious educator (DRE). She and Rethinking Religious Education & Envisioning the Future (REEF) are reinvigorating RE for all ages with vision and energy.

- **Assess space and facilities needs to accommodate growth.** A Facilities Improvement Task Force considered the feasibility of a capital campaign with help from a UUA facilitator. This work took second place to the interim ministry and search for a new minister even as we grew. The Accessibility Committee led several improvements: sloping floor and carpet to improve sanctuary access; elevator safety improvements; a new audio assistance system for the hearing impaired, and bids being taken for renovation of basement bathrooms to meet ADA accessibility standards. Also, the sanctuary was reconfigured and the handicap ramp moved and rebuilt to accommodate our new piano, which entailed moving and rebuilding the handicap ramp. With continued growth, we shifted from an all-volunteer Property Committee to an on-site Facilities Coordinator, who works with a new Buildings and Grounds Advisory Team.
- **Strengthen Young Adult (18-25) groups under the leadership of the RE Director.** Simply providing a labelled "young adult table" in Fellowship Hall boosted recognition and membership. No longer requiring a financial contribution for church membership makes joining UUCUC easier for youth and young adults.
- **Fair compensation for staff is complete.** We have raised all staff from minimum recommended UUA wage levels to middle-range for our region, and added benefits. This is a long-time goal and unusual – many UU churches do not meet minimum levels. Achieving this goal has enabled us to attract and keep well-qualified staff.

Next the Dream Team next will be Revisiting our Purpose (Who Are we?), followed by Future (Who do We Want to Be?). Check out our timeline above the drinking fountain in Fellowship Hall as we add upcoming events to keep you informed. Please participate and let us hear from you as we set goals for the next five years.