

# 2002 Strategic Plan and 2004 UUS Congregational Survey

[2006 Pledge Drive Survey Results](#)

To better understand the UUS of DB Area's future direction, it would be helpful to merge two important documents that were created separately. The documents are (1) the **2002 Strategic Plan** and (2) the **Spring 2004 UUS Congregation Five Question Survey**. (I've added a third source of information - a summary of the December 12, 2004 Discussion Group Topic - "How as a UU church can we love the hell out of the country /world?" Twenty people offered comments and I selected a potential action item from each of their comments.)

Jan Ternent's excellent work in managing the Spring 2004 survey process and her concluding statement that: "The comments will give direction to our Board, minister, and committee chairs," strongly suggest the need to link those results with the second document, the 2002 Strategic Plan, which has this paragraph:

The following committee objectives were formulated. It is expected that each committee chair will take the objectives and work with the respective committees in order to prioritize activities, set timelines, and develop some criteria by which they can ascertain the completion of goals, and subsequently, report to the Board at large on their progress.

Following that statement were sets of goals or objectives for each of the 10 committees. The 2002 UUS Strategic Plan is included as part of this document.

The "**Spring 2004**" **summary** (below) is a first attempt to highlight areas that can: (1) help in the measurement of progress being made in the completion of the 2002 Strategic Plan goals and (2) be assigned and/or merged with existing committee goals and objectives.

The comments under each question are abbreviated summary responses, followed by the number of responders for that response. I included only those with 10 or more responses. Recognize that over 100 members contributed to the survey and what follows represents a subjective capsule view of the results by one member of the congregation.

Question # 1 - What are we doing well? (What you like.)

Services Bud (25) Carol and music (21) Speakers (17) Overall (17) Order of service (13)

Congregation People/community (37) Friendly/welcoming (35) Gaining new members (12) Hard workers (11) Intellectual stimulation (11)

Building Building itself (21)

Activities Sunday discussion (32) Social action (19) Social activities in general (17) Potluck (12) Biography (11)

My thought would be that, as a congregation, we continue to focus on the above as we move forward - these areas reflect not only what we like, but just as important, what we do well.

Question # 2 - What could be improved?

Pulpit speakers (excluding Bud) (15) Music (excluding Carol) (12) Building (25) - there were not 25 unique improvements suggested, many identified the same item, and many of the issues raised had been addressed or were being handled by the Building and Grounds Committee. Board keeps the Congregation informed (8) (I know it's less than 10) Need for more new members (20) Need for more publicity (13)

There is the need for continued emphasis on publicity, communications and programs - these two areas should help significantly in attracting new members.

Question # 3 - Thoughts on ministerial leadership

Want full time minister (43) Bud - very positive comments (48) Tasks of minister's role (50) - in community (12) - pastoral care (11) - shared leadership (8)

It would seem that having Bud as a full time minister is a congregation very strong "want."

Question # 4 - Thoughts on Children Religious Education

Would like more children (12) Should have Religious Education program if kids come (27) Religious Education should be available and promoted (15 & 12)

"Build it and they will come" concept?

### **December 12, 2004 Discussion Group**

Here are the action item comments from the December 12, 2004 Discussion Group. (I have four pages of notes - these were the action items.)

1. Have symposium on the environment at church, state, country and world
2. Recognize how we are alike with others
3. Need more outreach - our attitude catch's on with others

4. Should present a good road map for people to follow
5. Decide on the specifics of what is the most important thing we can do
6. Need to find where we can connect - what we have in common
7. Examine "Our" logic and thought process
8. Be aware of putting too many things out there - may muddy the water
9. Issue of tolerance - We need to be more tolerant
10. Reach out
11. Provide space for others
12. Look for systems change
13. Network with others
14. Restart - Identify the needs we should address and be aware of where we should concentrate our efforts
15. Suggestion that this group (the discussion group) expand and network and expand our knowledge as well as knowledge of others
16. Understand how your beliefs are derived
17. Shooting bullets needs to stop, before we can dialogue -Vasectomies or castration
18. How can I relieve "hellish" conditions for other people
19. Raise level above discussion to solving the problem
20. We need \$7000 for Religion Education

## **STRATEGIC PLAN**

Board of Unitarian Universalists  
September 2002

As a result of two board retreats, August 17, and September 14, 2002, the following plan was developed.

### VISION

Love is the spirit of this society and service is its aim, to dwell together in peace and freedom, to seek the truth, and to help one another. This is our goal.

### MISSION

Our mission is to encourage and facilitate consideration of ethics, philosophies, and religions and the development of our individual values and beliefs; to provide opportunities for fellowship and mutual support; to establish and maintain a vigorous UU presence in our local community; and to expand our membership.

### GUIDING PRINCIPLES

We, the member congregations of the Unitarian Universalist Associations, covenant to affirm and promote:

The inherent worth and dignity of every person

Justice, equity, and compassion in human relations

Acceptance of one another and encouragement to spiritual growth in our congregations

A free and responsible search for truth and meaning

The right conscience and the use of the democratic process within our congregations and in society at large

The goal of world community with peace, liberty, and justice for all

Respect for the interdependent web of all existence of which we are a part

### **Committee Objectives**

The following committee objectives were formulated. It is expected that each committee chair will take their objectives and work with their respective committees in order to prioritize activities, set timelines, and develop some criteria by which they can ascertain the completion of goals, and subsequently, report to the Board at large on their progress.

#### **CARING COMMITTEE**

1. Keep congregation informed regarding needs of members and the appropriate way to respond to these needs.
2. Define ways and means to respond to the needs identified.
3. Make clear to the congregation methods by which to inform the committee of members possibly in need of attention.

#### **MEMBERSHIP COMMITTEE**

1. Honor long-term members.
2. Honor members who have provided exceptional service.
3. Develop new member packets.
4. Increase membership.
5. Develop new photo directory.
6. Involve committee with website.

#### **FINANCE COMMITTEE**

1. Develop budget from stated goals of membership.
2. Oversee collection of revenues and assure safety of assets.
3. Oversee treasury reports on monthly basis.
4. Oversee investment of funds.

#### PUBLIC RELATIONS

1. Provide information to the public.
2. Provide information to the Society.
3. Obtain media exposure.
4. Increase Press Release exposure to include Radio/TV/Website and other print venues.
5. Promote Special Events.
6. Provide Speakers Bureau

#### ALLIANCE

1. Raise money.
2. Social Event Development (Bridge Club, Book club, Scriptics).

#### PROGRAM COMMITTEE

1. Develop programs for Sunday Service.
2. Provide Hospitality (Ushers, Greeters, Refreshments).
3. Organize Religious Education.

#### BUILDING COMMITTEE

1. Bring building project to completion including interior furnishings.

#### CAPITAL CAMPAIGN

1. Raise \$100,000 for building and furnishings.

#### SOCIAL EVENTS COMMITTEE

1. Develop new and sustain existing social activities

## SOCIAL ACTION COMMITTEE

1. Provide Education

2. Provide Environmental Information

3. Continue Black/White Dialog

4. Continue work with FAITH Group UUS Web Page article about 2004 survey.doc - 1 - 02/09/05

Compiled by Jim Christianson