

**Unitarian Universalist Church in Eugene  
Five-Year Plan – Fall 2008**

The task of the leader is to help the people have a purposeful and meaningful conversation about who they are and what they believe is important to do. Planning is more than technical work. Planning is conversation, dialogue. People explore their differences, their perceptions, risk saying what they believe to be important. The talk is full of stories, memories, and hopes--the kind of conversation that strengthens and transforms. At its heart, the holy conversation centers around three critical questions: Who are we? What are we called to do or be? Who is our neighbor?

From *Holy Conversations: Strategic Planning as a Spiritual Practice for Congregations* , by Rendle and Mann, The Alban Institute

This Strategic Plan addresses the areas that are new or changing, that need further focus, or are irregularly scheduled. It is not intended to be a line item by line item direction for every committee or program.

	Area	2007-2008*	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Mission / Vision	Who are we?	• Values Re-assessment	• Update Vision Statement			• Update Vision Statement	
	What are we called to do or be?	• Work toward Program Church maturity					➔
	Who are our neighbors?	• Expand our relationship to and increase our engagement with the broader community					➔
Program		• Focus on Program Enhancement	• Increased community involvement beyond the church	• 100th Anniversary Celebration			➔
		• Adult Religious Education • Focus Social Justice direction	• Expand Adult Programs • Social Justice Empowerment Workshop		➔	• Denominational Adult Programs Curriculum Development	• Denominational Adult Programs Curriculum Development
		• Envision Music Program to Music Ministry	• Transition to Music Ministry, increase compensation for choir accompanists			➔	
		• Green Sanctuary Certification	• Emphasize Sustainability			➔	

\*Church year is from July 1 to June 30

Compiled by Strategic Planning Committee, Spring and Summer, 2008 Page 1 of 2

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	Area	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	
Infrastructure	Staff	<ul style="list-style-type: none"> <li>Settled Minister</li> <li>Dir. of Religious Education 1.0 FTE</li> <li>Dir. of Music 6 FTE</li> <li>Office Mgr 75 FTE</li> <li>Office Asst 3 FTE</li> <li>Religious Education Asst 5 FTE</li> <li>Custodian 75 FTE</li> </ul>	<ul style="list-style-type: none"> <li>Settled Minister</li> <li>Dir. of Religious Education 1.0 FTE</li> <li>Dir. of Music 75 FTE</li> <li>Office Mgr 75 FTE</li> <li>Office Asst 3 FTE</li> <li>Religious Education Asst 5 FTE</li> <li>Custodian 75 FTE</li> </ul>	<ul style="list-style-type: none"> <li>Settled Minister</li> <li>Asst. or Assoc. Minister 75 FTE</li> <li>Dir. of Religious Education 1.0 FTE</li> <li>Dir. of Music 75 FTE</li> <li>Vol. Coord. 5 FTE</li> <li>Office Mgr 75 FTE</li> <li>Office Asst 5 FTE</li> <li>Religious Education Asst 5 FTE</li> <li>Youth Coordinator 25 FTE</li> <li>Custodian 75 FTE</li> </ul>	<ul style="list-style-type: none"> <li>Settled Minister</li> <li>Asst. or Assoc. Minister 1.0 FTE</li> <li>Director of Religious Education 1.0 FTE</li> <li>Dir. of Music 1.0 FTE</li> <li>Vol. Coord. 5 FTE</li> <li>Office Mgr 75 FTE</li> <li>Office Asst 5 FTE</li> <li>Technology Specialist 25 FTE</li> <li>Youth Coordinator 25 FTE</li> <li>Custodian 1.0 FTE</li> </ul>	<ul style="list-style-type: none"> <li>Settled Minister</li> <li>Sabbatical Minister(s) 4 months</li> <li>Asst. or Assoc. Minister 1.0 FTE</li> <li>Director of Religious Education 1.0 FTE</li> <li>Dir. of Music 1.0 FTE</li> <li>Vol. Coord. 5 FTE</li> <li>Office Mgr 75 FTE</li> <li>Office Asst 5 FTE</li> <li>Technology Specialist 25 FTE</li> <li>Youth DRE 5 FTE</li> <li>Custodian 1.0 FTE</li> </ul>	<ul style="list-style-type: none"> <li>Settled Minister</li> <li>Asst. or Assoc. Minister 1.0 FTE</li> <li>Director of Religious Education 1.0 FTE</li> <li>Dir. of Music 1.0 FTE</li> <li>Vol. Coord. 5 FTE</li> <li>Office Mgr 75 FTE</li> <li>Office Asst 5 FTE</li> <li>Technology Specialist 25 FTE</li> <li>Youth DRE 5 FTE</li> <li>Custodian 1.0 FTE</li> </ul>	
	Lay leadership	<ul style="list-style-type: none"> <li>Building Project Oversight Comm.</li> <li>Building Working Groups</li> <li>Current Building/ Space Transition Task Force</li> <li>Training for Lay Leaders</li> <li>Approve 5-Yr Plan</li> </ul>	<ul style="list-style-type: none"> <li>Building plans</li> <li>Purchase of Property</li> <li>Architectural Planning</li> <li>Sale of current facility</li> <li>Space Allocation and Coordinating Task Force</li> <li>Nominating Comm. becomes Leadership Development Comm.</li> <li>Update and roll forward the 5-Yr Plan</li> </ul>	<ul style="list-style-type: none"> <li>Continued Training for Lay Leaders</li> </ul>	<ul style="list-style-type: none"> <li>Celebrate new building</li> <li>Sabbatical Ministry Task Force</li> </ul>			
	Facilities	<ul style="list-style-type: none"> <li>Detailing building needs</li> </ul>		<ul style="list-style-type: none"> <li>Prepare for move</li> </ul>			<ul style="list-style-type: none"> <li>Facilities Use Review</li> <li>Review of past 5-yr Expansion Process</li> </ul>	
	Financial / Stewardship	<ul style="list-style-type: none"> <li>Pre- Capital campaign (assessment/consultant)</li> <li>Increase generosity</li> <li>Planned Giving/Endow</li> <li>Stewardship Education</li> </ul>	<ul style="list-style-type: none"> <li>Budget Committee</li> <li>Financial Oversight Committee</li> <li>Capital Campaign Task Force</li> <li>Capital Campaign</li> <li>Plan for funding Sabbatical (2011-2012)</li> </ul>		<ul style="list-style-type: none"> <li>Mortgage Paydown</li> </ul>			
Stats	Membership	381	406	431	456	500	550	
	Attendance (Avg)	285 Adults+75 Children=360	300 Adults+75 Children=375	320 Adults+80 Children=400	400 Adults+100 Children=500	450 Adults+125 Children=575	500 Adults+140 Children=640	
	Annual Budget	\$360,000	\$407,000	\$465,000	\$540,000	\$600,000	\$700,000	