

**Unitarian Universalist Church in Eugene  
First Draft, Five-Year Plan – Summer 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 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 transform Who are we? What are we called to do or be? Who is our neighbor?

From *Holy Conversations: Strategic Planning*

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
Mission / Vision	<i>Who are we?</i>	• Values Re-assessment	• <b>Update Vision Statement</b>		
	<i>What are we called to do or be?</i>	• Work toward <b>Program Church</b> maturity			
	<i>Who are our neighbors?</i>	• 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 Religious Education • Social Justice Empowerment Workshop		→
		• 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

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	<b>Area</b>	<b>2007-2008</b>	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>
<b>Infrastructure</b>	<i>Staff</i>	<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 .75 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>
	<i>Lay leadership</i>	<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>
	<i>Facilities</i>	<ul style="list-style-type: none"> <li>• Detailing building needs</li> </ul>		<ul style="list-style-type: none"> <li>• Prepare for move</li> </ul>	
	<i>Financial / Stewardship</i>	<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>• <b>Capital Campaign</b></li> <li>• Plan for funding Sabbatical (2011-2012)</li> </ul>		<ul style="list-style-type: none"> <li>• Mortgage Paydown</li> </ul>
<b>Stats</b>	<i>Membership</i>	381	406	431	456
	<i>Attendance (Avg)</i>	285 Adults+75 Children=360	300 Adults+75 Children=375	320 Adults+80 Children=400	400 Adults+100 Children=500
	<i>Annual Budget</i>	\$360,000	\$407,000	\$465,000	\$540,000

1 technical work. Planning is conversation, dialogue. People explore their  
 is. At its heart, the holy conversation centers around three critical questions:

*as a Spiritual Practice for Congregations* , by Rendle and Mann, The Alban Institute

	2011-2012	2012-2013
	• Update Vision Statement	
_____		→
_____		→
_____		→
	• Denominational Adult Religious Education Curriculum Development	• Denominational Adult Religious Education Curriculum Development
_____	→	
_____	→	

2011-2012	2012-2013
<ul style="list-style-type: none"> <li>• Settled Minister</li> <li>• Sabbatical Minister(s), 4 months</li> <li>• Asst. or Assoc. Minister .75 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 .75 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>• Facilities Use Review</li> <li>• Review of past 5-yr Expansion Process</li> </ul>	
500	550
450 Adults+125 Children=575	500 Adults+140 Children=640
\$600,000	\$700,000