

Unitarian Universalist Church in Eugene The Last Five Years as Though We Planned It

	Area	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006
Program		<ul style="list-style-type: none"> Formation of Chamber Singers and Children's choir 	<ul style="list-style-type: none"> Shared Ministry Group Program Campus Ministry 	<ul style="list-style-type: none"> Mission/Vision Workshop New Mission Statement Chalice Choir formed Coming of Age Program Our Whole Lives (OWL) for K-1 & 4-5 	<ul style="list-style-type: none"> Sustainability Classes Dreamweaver meetings 	<ul style="list-style-type: none"> Green sanctuary program
Infrastructure	<i>Staff</i>	<ul style="list-style-type: none"> Increased hours for RE Director (LREDA) 	<ul style="list-style-type: none"> Board & Congregational commitment to Fair Compensation plan Music director added to staff (not contract) 	<ul style="list-style-type: none"> Minister sabbatical 	<ul style="list-style-type: none"> DRE sabbatical 	
	<i>Lay leadership</i>	<ul style="list-style-type: none"> DRE Advisory Council Growth options taskforce 	<ul style="list-style-type: none"> Leadership Council Website redesign 		<ul style="list-style-type: none"> Strategic Planning Committee 	
	<i>Facilities</i>	<ul style="list-style-type: none"> Playground upgrade 	<ul style="list-style-type: none"> Construction of additional RE room 	<ul style="list-style-type: none"> Purchase new chairs New hymnals 	<ul style="list-style-type: none"> New outdoor sign Engineer inspection of cracks in foundation Mold inspection and removal, and wall repair in library 	<ul style="list-style-type: none"> Enhance social hall
	<i>Financial</i>				<ul style="list-style-type: none"> UUA consultants Revamped canvass 	<ul style="list-style-type: none"> Revitalized endowment process
	<i>Membership</i>	250	245	265	308	323
	<i>Annual Pledges</i>	\$151,150*	\$216,600*	\$247,600	\$256,913	\$301,338

*Change in fiscal year, figure represents 50% of previous fiscal year.

Unitarian Universalist Church in Eugene Strategic Planning – the last five years

Program

<i>— Vision</i>	<i>Implementation —</i>
Deepen connections among members of a rapidly growing congregation	- Form Shared Ministry Group (2002)
Expand excellent music program, make as inclusive as possible	- Move music director to regular staff position (2002) - Increase appointment of music director - Expand number of choirs Chamber Singers (2001) Children’s Choir (2001) Chalice Choir (2003)
Support our dynamic and growing RE program	- Move RE director to full time (2001, built on LREDA grant) - Build new RE room
Enhance sexuality curriculum	- Establish middle school Our Whole Lives program (2000) - OWL for K-1 and 4-5 (2003)
Increase youth mentorship	- Coming of age program (2004)
Expand Church outreach	- Form campus ministry (2002)
Reaffirm our church values and identity	- Mission/Vision workshop (2003) - Revise mission statement (2003) - Dreamweaver meetings (2004)

Infrastructure

<i>— Vision</i>	<i>Implementation —</i>
Staff	
Improve our ability to recruit, retain, and support our staff	- Commitment to phased approach to fair compensation guidelines (2002)
Honor our commitment to staff development	- Minister’s sabbatical (2003) - RE Director sabbatical (2004)

Lay leadership	
Provide greater congregational support for the RE Director	- Form DRE Advisory Council (2001)
Attend to long term planning for the church	- Growth options taskforce (2001) - Form strategic planning committee (2004)
Improve communication among church groups	- Form leadership council (2002)
Facilities	
Accommodate growth in Sunday service attendance	- New chairs and hymnals for everyone that can fit into the sanctuary (2003) - Upgrade appearance of social hall to increase “worship” space (2005)
Increase visibility in the community	- Web site redesign and domain name (2002) - New outdoor sign (2004)
Provide a safe place for our children to play	- Upgrade playground facilities (2001)
Financial	
Improve our financial stability	- Hire UUA consultants (2004) - Revamp canvass process (2004) - Revitalize endowment process (2005)

Unitarian Universalist Church in Eugene Prospective Strategic Plan – February 26, 2006

	Area	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Program		<ul style="list-style-type: none"> Engage in program enhancement planning process Adult RE Social Justice Green Sanctuary 	•	•	•	•
Infrastructure	<i>Staff</i>	<ul style="list-style-type: none"> Interim Minister Office Assistant (¼ time) RE Assistant (¼ time) 	<ul style="list-style-type: none"> Settled Minister RE Assistant (to ½ time) 	<ul style="list-style-type: none"> Office Administrator to full time (from ¾) RE Assistant (to ¾ time) Membership/Volunteer Coordinator (¾ time) 	<ul style="list-style-type: none"> Membership/Volunteer Coordinator (to full time) Intern Minister 	
	<i>Lay leadership</i>	<ul style="list-style-type: none"> Building Needs Assessment Com. Settled Minister Search Committee 	<ul style="list-style-type: none"> Capital Campaign committee Building Committee 			
	<i>Facilities</i>	<ul style="list-style-type: none"> Architectural conceptual plans/site assessment Vote on future growth options 	<ul style="list-style-type: none"> Finalize building needs Architect search/competition Formal plans Conditional use process 	<ul style="list-style-type: none"> Finalize building plans 	<ul style="list-style-type: none"> Begin construction 	<ul style="list-style-type: none"> Celebrate new building Evaluate next phase of building
	<i>Financial</i>	<ul style="list-style-type: none"> Financial planning/endowment workshops 	<ul style="list-style-type: none"> Capital campaign assessment/consultant 	<ul style="list-style-type: none"> Capital Campaign 		
	<i>Membership</i>					
	<i>Annual Budget</i>	\$335,000	\$365,000	\$410,000	\$465,000	\$480,000

Unitarian Universalist Church in Eugene Strategic Planning – prospective five year plan

Program

<i>— Vision</i>	<i>Implementation —</i>
Maintain excellence in Sunday service, program development, and overall church vision	- Hire Interim Minister (2006) - Hire Settled Minister (2007)
Support our dynamic and growing RE program	- Hire RE Assistant (2006), and progressively increase their staffing level (2007, 2008)
Expand service offerings/variety	- Hire Intern Minister (2009)

Infrastructure

<i>— Vision</i>	<i>Implementation —</i>
Staff	
Improve our ability to recruit, retain, and support our staff	- Continued commitment to fair compensation
Increase staff/congregational program support	- Hire Office Assistant (2006) - Increase Office Administrator to full time (2008)
Lay leadership	
Support leadership development and the proper level of lay support for a growing congregation	- Hire Membership/Volunteer Coordinator (2008)
Facilities	
Accommodate growth in congregation	- Continue facilities/building planning process (2006)
Formalize building needs for architectural planning	- Form Building Needs Assessment Committee (2006)
Finalize growth options process	- Hire architect for conceptual planning/site analysis (2006)

Financial	
Raise money to finance new building	<ul style="list-style-type: none"> - Hire capital campaign consultant (2007) - Create capital campaign committee (2007) - Conduct capital campaign (2008)

Future Process

The SPC recommends further investigation into staying on our present site and either expanding or building new. We are not taking a position that growing on and using this site is inevitable. Rather, that having explored the options open to us, the next logical step appears to be engaging an architectural firm to work with us to carry out a needs assessment, then provide schematic drawings for optimum use of the site, as well as ballpark construction cost estimates for various alternatives. A visual representation of where parking, building(s), pathways, playground, and buffers will be located is needed for both the Conditional Use Permit application, as well as preparation for a capital campaign.

In order to move forward on this, expenses will need to be incurred. A Congregational Meeting has been scheduled for May at which the congregation will be asked to allow the SPC and its subcommittees, with Board approval, to draw from the Future Expansion Fund for this purpose.

Projected Time Frame for Future Action

1. Discussion sessions regarding plans/information:
 - Thursday March 16, 7 pm. Sunday March 19 and March 26 after second service.
2. May 7, 2006—Congregational meeting to vote on Future Expansion Fund use.
3. October/November 2006—finalize growth options and five year plan.

Report respectfully submitted, February 26, 2006 to the Congregation by the Strategic Planning Committee:

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 George Carroll
 Vern Cedarlund
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 Gretchen Miller
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