

CONEJO VALLEY UNITARIAN UNIVERSALIST

2010-15 STRATEGIC PLAN

Initial Draft March 2010

<u>Spiritual</u>	<u>Outreach</u>
<ul style="list-style-type: none"> Facilitate minister transitions: <ul style="list-style-type: none"> Yr 1 interim minister Yr 2 - 3 called minister Extend our Ministry <ul style="list-style-type: none"> Create culture of welcoming/integrating Live/express our values in our community Be visible in the larger community in which we live “publicly as a church” Expand worship opportunities for a growing congregation including family-related offerings Establish Covenant of Right Relations 	<ul style="list-style-type: none"> Communicate our distinct CVUUF message (emphasizing the unique aspects of our spiritual ecosystem) Increase in diversity of all kinds including ministry and membership Expand community and social-action events with active member participation Develop greater connections to the larger UU community Be better known in the community and increase awareness of our presence and UU values
<u>Numerical</u>	<u>Organizational</u>
<ul style="list-style-type: none"> Maintain financial sustainability - in terms of budget, buildings, staff and programs <ul style="list-style-type: none"> Yr. 1- Solvency Plan Yr. 5 - Healthy pledge distribution and cash reserves Establish realistic 5 year projections for members, friends and children <ul style="list-style-type: none"> Yr. 1 237 members/friends Yrs. 2 – 4 5-10% growth annually Yr. 5 - 300-400 members/friends desirable Increase volunteers and develop leaders 	<ul style="list-style-type: none"> Establish and launch search committees for interim and called minister Plan for financial sustainability of a full-time administrator/bookkeeper Implement a process for leadership development Continue improving the welcoming and membership integration process Make the conflict resolution plan operational Establish policies and practices for an ongoing Strategic Plan process <ul style="list-style-type: none"> Yr. 1 Update the plan involving the congregation, evaluate annually, update projections and refine goals Yr. 5 - process institutionalized Increase/improve communication between leaders and fellowship Prepare for accommodation of membership growth

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