

2008-09 GOALS- Board of Trustees

(incarnational, spiritual, organic)

Goal: Double membership in 30 months.

The Board will measure all plans, policies, and operations with regard to the pursuit of this goal. Measurable benchmarks will be developed and progress monitored, with the following areas included:

Ensure (Pursue) CVUUF growth in:

- Spiritual programming and experiences
- Presence in the wider community
- The membership base and
- The involvement and satisfaction of members

To be measured by:

- Evaluation of community outreach
- Data on membership
- Member satisfaction survey on involvement and worship

The Board of Trustees directs the Council of Directors and CVUUF Staff to set departmental goals which are reflective of and in support of the strategic goals for the 2008-2009 church year.

In development of goals and in the operation of church life, the Board asks that the Council and Staff be mindful that **Welcoming is a moral imperative.**

Covenants to the Congregation

The Board has developed a covenant, which is our promise to the congregation as to how we will work.

The Board directs the Staff and the Council to develop covenants of their own, committing to the congregation a promise of how they will, as working groups, conduct their work.

In development of this covenant, Council & Staff should address the following relationships:

- Conduct when dealing with each other as a working group
- Conduct when dealing with volunteers
- Conduct when dealing with the congregation at large

Attachment: SWOT Analysis by the Board of Trustees, August 2008

Goal: Member Growth		
	HELPFUL (to achieving the objective)	HARMFUL (to achieving the objective)
	<u>Strengths</u>	<u>Weaknesses</u>
Internal Origin (attributes of the organization)	Well established Religious Education (RE) program	Lack regular and systematic monitoring and measuring
	Intelligent, caring people	Push back to change by some members; inertia
	Good internal resources	Intolerance; anti welcoming
	Strong music program	Lack of full fellowship involvement
	Good organizational base; governance model	Lack of transparency of processes; leadership unaware of what happening
	Enthusiasm for new space	Insular groups
	Strong leadership/staff/dynamic minister	First 5-minute impressions; lost opportunities
	Community of adults/children	Lack of respectful communication
	Leadership motivated to growth	Small church habits
	Membership supports growth and mission	Lack of young adult programming (20's)
	Much work implement for growth	Limited interconnection of adult/youth groups
	Strong internal programs	Not established role in broader community for youth
	Welcoming committee strong, committed, humble, and seasoned	Burn out; not recognized for work contributed
	Good evidence of purpose and action	OURSELVES
	Excellent Sunday morning experience	
	Offer two services- accommodating to growth	

External Origin
(attributes of the environment)

<u>Opportunities</u>	<u>Threats</u>
Good evidence of purpose and action in community	Downside to location; 20 minute radius overlaps with Ventura and Moorpark/Simi
Chance for multiple worship opportunities other than Sunday; not closed	Religious intolerance
Need for counterbalance (liberal); social pendulum swing	Target by Religious-Right
Broad societal shifts	DEBT
Continued outreach development; host events for like-minded community forums	Splinter of insular groups; "Do it themselves"
Use recently developed Internet capabilities	OURSELVES
Utilize search engines	Economy; lost jobs, relocation
Membership re-energized with new building; need to harness now	Congregation-wide commitment to mission/vision; need to redefine
Opportunities open; investigate and ask	Graphic design talent for website
In middle of young family neighborhood; demographics good for growth	Not ready for growth; will lose opportunities
Outreach in community represent UU; be a presence (CLU, Channel Islands, Sierra Club)	Experience gaps
Campus ministry	Lack of volunteers
Past "Evangelism bad"; open to conversations now	Not accepting of change
Increase social action; creative outreach	Spiritual ambivalence to growth
More interfaith activity	No option but to grow

Summer 2008 Sunday Attendance

SUNDAY	9:15	11:00
July 13	110	96
July 20	50	72
July 27	76	82
August 3	50	68
August 10	37	57
August 17	59	73
August 24	40	86
August 31	72	77
Sept 7	72	72