

# CVUUF COUNCIL: GROWTH INITIATIVE ACTION PLAN

## PILLARS OF SUCCESS:

- 1: Attract new visitors
- 2: Entice visitors to return
- 3: Draw returning Visitors to become Friends
- 4: Appeal to Friends to become Members
- 5: Engage and retain Members

GROUP	1-6 MONTHS: JAN THROUGH MAY 09					
	MILESTONE	PILLAR	IMPACTS			
ALL	240 MEMBERS-150 SUNDAYS-15 NEW CHILDREN/YOUTH	ALL	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
OUTR	Ad test- local market	1	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
OUTR	Re-form Green Sanctuary Committee	2-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
OUTR	Earth Day event	1-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
OUTR	Form Cultural Events Group	1-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
OUTR	Welcoming process at Forum & Interweave events	1	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
OUTR	Contact No on 8 volunteers	1-2	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
OUTR	ID Wear: Shirts, caps, etc to identify us in public	1, 3, 5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
OUTR	After-service activities: 2 in first 6 mo period	2-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
MNSTR	Full set trained ushers at each service	2	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
MNSTR	Choral music 2 Sundays per month	2-3	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
MNSTR	Volunteer support for Choir Director	2-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
MNSTR	New subgroup to work on service planning	2-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
MNSTR	Develop model for shared service planning	2-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
MNSTR	One midweek service experience w/ publicity	1-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
RE	Volunteers in place for 11:00 activities - January	2-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
RE	Volunteers in place for 11:00 activities - January	2-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
RE	Plans in place for implementing 2 RE class periods	2-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
RE			MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
RE			MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
FIN	Canvass changes to accommodate groups	5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET

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	MILESTONE	PILLAR	IMPACTS			
FIN			MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
FLLSHP	Two additional Fellowship Chairs recruited (total 6)	2-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
FLLSHP	Recruit additional Angels: 2 per neighborhood plus Lay Minister	2-4	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
FLLSHP	Full coffee/ social hour after each service	2-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
FLLSHP	Two trained Welcomers at each service	2-4	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
OPS	Recruit Facilities Chair	1-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
OPS	Recruit/ train additional sextons	2-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
OPS	Recruit/ train AV team	2-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
OPS	Recruit ISC Chair and members	1-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
OPS	Online master calendar and procedures in place Jan 09	1-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
OPS	Web based newsletter publishing	3-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
ALL	Specific volunteer needs from each director- numbers and dates	1-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
ALL	Form/ fill Communications positions: inter-organization as well as marketing outreach	1-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
ALL	Part time Admin/ Office	1-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
ALL	PRINCIPLES- SOURCES- MISSION: DISPLAYED PROMINENTLY IN OUR BUILDINGS	1-5	MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET
			MNSTRY	RE	FIN	FLLSHP
			OUTR	OPS	COMM	BUDGET

CVUUF C **REVISED DATE: FEBRUARY 2009**

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GROUP	7-12 MONTHS: JUN THROUGH DEC 09						
	MILESTONE	PILLAR	IMPACTS				
ALL			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
OUTR			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
OUTR	Establish FIA project focused sub groups	1-5	MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
OUTR			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
OUTR			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
OUTR			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
OUTR			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
OUTR			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
MNSTR			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
MNSTR			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
MNSTR			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
MNSTR			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
MNSTR			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
RE	Prepare families & volunteers for 2 RE class periods beginning Jan	2-5	MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
RE	Youth Advisors and RE Advisory cmte develop events for youth and YA	2-5	MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
RE	Enroll 20 new children/ youth	2-4	MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
RE	Work with Outreach to develop family FIA activities	1-5	MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
RE			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
FIN	Two additional Stewardship Committee members recruited	2-5	MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	

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GROUP	7-12 MONTHS: JUN THROUGH DEC 09						
	MILESTONE	PILLAR	IMPACTS				
FIN			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
FLLSHP			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
FLLSHP			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
FLLSHP			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
FLLSHP			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
OPS	Brian Balke is Chair		MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
OPS			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
OPS	Paul Chavez has this item.		MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
OPS			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
OPS	Completed		MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
OPS			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
ALL			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
ALL			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
ALL			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
ALL			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	

## CVUUF C

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GROUP	13-18 MONTHS: JAN THROUGH MAY 10						
	MILESTONE	PILLAR	IMPACTS				
ALL			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR	After service activities each week	2-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR	Quarterly Interweave affinity service	1-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR	Elevator speech training offered		MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
MNSTR	PT Minister (Intern?) could work with youth	2-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
MNSTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
MNSTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
MNSTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
MNSTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
MNSTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
RE	Two RE class periods on Sundays	2-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
RE	RE 20 hour assistant	2-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
RE	Four childspace staff 8 hrs each on Sundays	2-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
RE	Enroll 20 new children/ youth	2-4	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
RE			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
FIN	Established subcommittees manage fundraisers	4-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	

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GROUP	13-18 MONTHS: JAN THROUGH MAY 10					
	MILESTONE	PILLAR	IMPACTS			
FIN	Two members added to Stewardship,	5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET
FLLSHP	Neighborhood networks expanded to 14-16	2-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET
FLLSHP	Angels recruited, working w/in neighborhoods	2-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET
FLLSHP	Implement volunteer needs/skills matching program	5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET
FLLSHP	Develop co-chair/ assistant chair positions	5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET
OPS			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET
OPS			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET
OPS			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET
OPS			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET
OPS			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET
OPS			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET
ALL			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET
ALL			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET
ALL			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET
ALL			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET
			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET

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GROUP	19-24 MONTHS: JUN THROUGH DEC 10						
	MILESTONE	PILLAR	IMPACTS				
ALL			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
MNSTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
MNSTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
MNSTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
MNSTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
MNSTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
RE	All OWL levels scheduled	1-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
RE			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
RE			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
RE	Enroll 30 new children/ youth	2-4	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
RE	Full time DRE	1-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
FIN			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	

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	MILESTONE	PILLAR	IMPACTS				
FIN			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
FLLSHP	Evaluate/ refocus small groups ministry	2-5	MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
FLLSHP	Co/ Assist Chairs filled and functioning	5	MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
FLLSHP			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
FLLSHP			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
OPS			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
OPS			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
OPS			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
OPS			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
OPS			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
OPS			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
ALL			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
ALL			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
ALL			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
ALL			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	



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GROUP	25-30 MONTHS: JAN THROUGH MAY 11						
	MILESTONE	PILLAR	IMPACTS				
ALL	370 members- 200 children	ALL	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR	10% of congregation involved in FIA	1-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR	12 active Interweave leaders, 40-60 at each event	1-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR	GLBT support & covenant groups	1-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR	Outreach communications: web, newsletters, advertising	1	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OUTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
MNSTR	Three Sunday services and one mid-week	1-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
MNSTR	Four trained ushers at all services	2-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
MNSTR	Two full-time ministers (one Youth Min?)	1-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
MNSTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
MNSTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
MNSTR			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
RE	RE Volunteers working: 125	2-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
RE	Advisory Cmte begin study on MRE need	5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
RE			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
RE	RE classes/ activities offered at all services	2-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
RE			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
FIN			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	

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	MILESTONE	PILLAR	IMPACTS				
FIN			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
FLLSHP	Welcoming teams of two and Lay Minister at all services	2-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
FLLSHP	Social/ coffee hour after all services	2-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
FLLSHP	LDC working with Fellowship Dir and Volunteer cmte	5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
FLLSHP	Angels assigned w/in neighborhood networks	2-5	MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OPS			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OPS			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OPS			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OPS			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OPS			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
OPS			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
ALL			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
ALL			MNSTRY OUTR	RE OPS	FIN COMM	FLLSHP BUDGET	
ALL			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
ALL			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	
			MNSTRY	RE	FIN	FLLSHP	
			OUTR	OPS	COMM	BUDGET	