

**UCM 5-Year Strategic Plan**  
**Compilation of Outcomes, Action Steps, and Indicators of Success**  
**2020 Vision and Strategic Planning Task Force**

**For UCM Board Meeting, April 5, 2016**

**Vision Outcome #1**

*Long-time members and friends have stretched their comfort zones and welcomed people with a wide range of spiritual, ethnic, cultural, and economic backgrounds.*

Action Steps

1. The Communications Committee shall explore live streaming of church services and programs.
2. The Membership Committee shall ensure that its materials and processes for welcoming new congregants reflect the 2020 Vision Statement.
3. The Minister, Religious Education Director, Religious Education Committee, and Social Responsibility Committee shall review and deliver educational programming that offers opportunities to examine assumptions and biases within the congregation.
4. The Minister and the Worship and Arts Committee plan and deliver worship services which examine our assumptions and biases.
5. The Minister and the Worship and Arts Committee offer worship services that reflect diverse spiritual perspectives.
6. The Minister, Religious Education Director, Religious Education Committee, and Small Group Ministry team offer opportunities for diverse spiritual perspectives and practice beyond Sunday services.

Indicator of Success

Refugees, seventh generation Vermonters, people of different abilities and different gender identities, people who have experienced deep trauma, including those who experience addiction, homelessness, and mental illness, report feeling safe and at home at UCM.

## **Vision Outcome #2**

***We engage in thoughtful conversations about our most deeply held beliefs and passions.***

### Action Steps

1. Workshops or other learning opportunities are offered to build active listening, compassionate communication, and conflict resolution skills.
2. The Minister, Religious Education Committees, and Small Group Ministry team deliver programs which foster reflection on and sharing of our own beliefs and experiences.
3. Committee chairs and other leaders will be trained to facilitate gatherings that are spiritually grounded.

### Indicators of Success

1. Members and friends report that they really listen and feel heard, have meaningful conversations, and participate in activities described in the action steps.
2. Leaders implement what they have learned to help ground meetings spiritually.

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### **Vision Outcome #3**

***We are informed and active participants creating justice, peace, and environmental sustainability in our community.***

#### Action Steps

1. The Minister, Director of Religious Education, Social Responsibility Committee, and Religious Education Committee lead educational programs to examine the underlying causes of violence, poverty, racism, and the climate crisis.
2. The Minister, Social Responsibility Committee, and UCM's Vermont Interfaith Action offer opportunities to learn about advocacy and organizing to enable effective action.
3. The Board will lead a congregation-wide discernment process, to determine the ways we are most called, skilled, and positioned to address the needs of our neighbors and our planet, both systemically and directly.
4. The congregation effectively engages in actions identified in Step 3.
5. The Minister, Social Responsibility Committee, and other congregants will have effectively collaborated with nearby churches and organizations in actions that address human needs.

#### Indicators of Success

1. Congregants report an increased knowledge of the underlying causes of violence poverty, racism and the climate crisis.
2. Congregants report that they are ready to act for justice, peace and environmental sustainability.
3. At the end of five years, at least 50% of congregants have participated in one or more church-sponsored actions for creating justice, peace and environmental sustainability.
4. Community organizations participate with UCM in actions that promote justice, peace and environmental sustainability in our community.
5. At the end of five years, there is at least one collaborative human need project being implemented among the churches and organizations in our community.

## **Vision Outcome #4**

***We have expanded worship offerings to accommodate our growing numbers and to maintain a spiritual presence in our community in the summer months.***

### Action Steps

1. Within six months of forming a study group, the Minister, and representatives from the Worship and Arts Committee, the Executive Team, and staff will determine if there is a need for a second Sunday service and, if needed, recommend a plan for implementation.
2. The Minister and the Worship and Arts Committee will explore options for additional summer worship opportunities and, if desired, recommend a plan for implementation.
3. The Minister and the Worship and Arts committee will collaborate with the Washington, Vermont Universalist (UU) Church and the First Church in Barre, Universalist, to identify potential partnerships for summer worship.
4. The Worship and Arts Committee will identify and implement other worship offerings that meet the congregation's and prospective members' spiritual desires and needs.

### Indicators of Success

1. Every congregant will report that there is "a space for me" and that they feel spiritually nourished.
2. There is an increase in the number of people participating in worship services.
3. Within five years, there are new worship offerings besides the Sunday morning service.

## **Vision Outcome #5**

***Our name communicates the fullness of our Unitarian Universalist identity and the richness of our spiritual backgrounds.***

### Action Steps

1. The UCM Board shall appoint a task force to explore, review, and evaluate possible names for our congregation. The task force shall include at least eight members, including the church historian and one member each from the following standing committees: Membership, Communications, Religious Education, and Worship and Arts. The Board shall name at least three members from the congregation at large.
2. The task force shall be charged to research names used by other UU congregations, solicit input from the Unitarian Universalist Association, and offer opportunities for input from our congregation.
3. The task force shall return its recommendation, with an explanation of its reasoning, for review and approval by the Board within six months of receiving its charge.
4. If a new name is proposed and approved by the UCM Board, the Board shall call for a congregational vote on the approved name at the annual meeting.

### Indicators of Success

1. The board has received a recommendation from the task force.
2. The board has taken appropriate action, including the possibility of a congregational vote.

## **Vision Outcome #6**

***We have completed a long-range study of our physical space and accessibility needs and are starting to implement the conclusions of that study. We continue to make our building more energy efficient and to work toward exclusive use of renewable energy.***

### Action Steps

1. The Board shall examine the growth trajectory of the congregation from the past ten years and into the next ten years.
2. The Board shall appoint a task force of up to seven members, including representative or representatives of the following committees: Property, Accessibility, and Finance. In addition, the task force shall either include as members, or consult with, the Minister, Staff, Executive Team, an architect/engineer familiar with congregations, Membership Committee, Religious Education Committee, Small Group Ministry, and Worship and Arts Committee.

The task force is charged to take the following sequential action steps:

- A. Identify and examine the long-range physical space and accessibility needs of the congregation.
- B. Creatively investigate and list a full spectrum of strategies (including consideration of new locations, Sunday morning rentals, and reconfiguration of our building) to meet each of those physical space and accessibility needs, and include estimated costs for each strategy.
- C. Investigate and list new strategies to make the building more energy efficient and less reliant on non-renewable fuels, and include estimated costs for each strategy.
- D. Report its findings and recommendations to the Board.
- E. The Board shall adopt a master plan for the use of space. The master plan may include architectural drawings, timelines, recommended allocation of resources, and priorities.

### Indicators of Success

1. The master plan is actively referred to and followed when decisions are made which relate to our use of space.
2. Resources are allocated in the budget.