

SUPPORTING THE LIFE OF THE CHURCH		"Owner"	Spring 2013	2013 - 2014	2014 - 2015	2015 - 2016	2016 - 2017
<b>1 Cultivate social, fellowship and personal growth aspects of church life.</b>							
a	Assess and modify, as needed, tools for welcoming visitors.	Membership	X				
b	Continue to upgrade and improve tools for educating newcomers about Unitarian Universalism and UUCWC.	Membership	X				
c	Evaluate new member process; seek improved methods for integrating new members into the life of the community.	Membership	X				
d	Consider a more formalized "path to membership".	Membership ARE		X			
e	Consider alternative leadership methods for completion of tasks, such as hospitality teams	Fellowship	X				
f	Evaluate effectiveness of current fellowship activities; initiate new programs and events.	Fellowship	X	X			
g	Improve publicity of events.	Fellowship, Communica- tions	X	X			
<b>2 Expand Lifespan Religious Education.</b>							
a	Develop and offer a progression of core ARE classes that promote knowledge of UU history and theology/philosophy, and encourage spiritual development.	ARE	X	X	X	X	
b	With the transitional minister, establish several new covenant groups with coordinated session plans, open and finite membership, and trained facilitators who periodically meet with each other.	ARE, Minister	X				
c	Develop and implement lay leadership development training program.	ARE					
d	Send more people to district leadership and UUA training.	ARE, DA					
e	Approve and implement a Safe Congregation Policy.	Safe Cong. TF, Board	X				
f	Increase opportunities for UUCWC families to connect with one another in multiple formats (e.g., interest groups, social action, retreats).	RE/DRE		X			
g	Explore ways to increase RE attendance at 9:15am service.	RE/DRE		X			
h	Offer K-1 OWL programming.	RE/DRE		X	X		
i	Explore the feasibility of increasing specialty programming, e.g., curricula in anti-oppression, death and dying, and social justice.	RE/DRE		X			

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j	Consider offering youth group weekly with a mix of curriculum, social justice, and fun. Encourage youth to attend youth conferences and district your trainings. Explore interest in youth mission trip.	RE/DRE		X	X		
<b>3 Create new ways to engage more congregants in leadership positions and volunteering.</b>							
a	Explore the possibility of creating a p/t Membership/Volunteer coordinator position to coordinate the efforts in:	Board			X	X	
	-Attracting new leaders -Establishing a mentoring program -Experimenting with ministry teams -Matching individuals with tasks						
<b>4 Plan for 100th Anniversary event(s) to celebrate and honor our past.</b>							
a	Establish a task force to begin planning our 100-year anniversary for the 2015-16 church year.	Board		X			
<b>5 Take Caring Ministry to an even higher level.</b>							
a	Create a unified system for providing visits, meals, transportation, yard care, and/or other services so no one in need is left out, maintaining a data base of who would be able to provide what	Caring, Minister	X				
b	Make a concerted effort to invite more men, newer members, and younger members to be involved in the Caring Ministry.	Caring		X			
c	Begin one or more support groups, (e.g., for households coping with Alzheimer's disease or divorce/separation)	Caring		X			
d	Create a list of community resources that congregation members could utilize for specialized or longer-term needs	Caring		X	X		
e	Form a group of Pastoral Associates able to provide Pastoral Care to congregants. Pastoral Associates trained and supervised by the minister could visit congregants who are not in crisis mode but who could benefit from a series of visits over a period of time.	Caring, Minister		X			

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<b>6</b>	<b>Update and expand our methods of external and internal communications, making them more inviting; explore more involvement of Technology committee.</b>						
a	Use various methods to change the culture of UUCWC so church leaders and congregants will use our website more often as a means of communication	Communications / Technology		X			
b	Ramp up the use of social media as a means of attracting visitors and assimilating congregants.	Communications / Technology		X			
c	Consider acquiring a "wayside pulpit" so someone driving by could see the week's sermon title and/or other featured weekly event(s).	Communi-cations, Sexton, Minister					
d	Consider acquiring (and then help maintain) a VideoKiosk for the lobby, so people walking in the front door could see a stream of weekly events and news.	Communications / Technology			X		
e	Collect and maintain updated written descriptions of what different groups in the church do and who to contact about joining them; make this available to all church members and friends and frequent visitors who are considering becoming members or friends.	Multiple parties		X			
<b>7</b>	<b>Develop music and summer programming for children</b>						
a	Explore the possibility of developing and implementing a music program for children.	Music Dir., Pianist, Minister		X			
b	Explore the possibility of adding resources so a self-supporting summer program for children could be developed and implemented.	Minister, and others		X	X		
<b>8</b>	<b>Explore changing our name to be more inclusive</b>						
a	Create a study group/task force to explore the desirability of changing the word "Church" in UUCWC to "Congregation" or "Community" or something else.	Board				X	X
b	(If favorable outcome) Submit name change to congregation for approval.	Board					X

**NOTE:** All dates are subject to revision.

BEING A FORCE FOR CHANGE		"Owner"	Spring 2013	2013 - 2014	2014 - 2015	2015 - 2016	2016 - 2017
1	<b>Facilitate and support UUCWC's commitment to be a force for justice, equity and compassion.</b>						
	a Continue and expand all SJ projects currently in effect, including our relationship with HomeFront.	Social Justice, CFA	X	X	X	X	
	b Provide opportunities for UUCWC participation in UU and non-UU social justice projects (including in Pennsylvania); perhaps in partnership with other churches UU and non-UU	Social Justice, CFA		X	X	X	X
	c Participate in campus ministries--if Worship Associates and/or the minister would also be able to engage in this.	SJ, WA, Minister			X	X	X
	d Explore possibilities for expansion of our relationship with HomeFront.	Food Mstry, CFA		X			
	e Identify new opportunities for providing food to those who are hungry, other than via HomeFront.	Food Mstry, CFA		X			
2	<b>Integrate sustainability into our church and personal lives; renew and expand our connections to and stewardship of the earth.</b>						
	a Continue to expand the vision, mission, and institutionalization of the Green Sanctuary group as it transforms itself into a new Earth Ministry, promoting a Green Path lifestyle for all by:	Earth Ministry, CFA, Bldg	X	X	X		
	-sustaining the elements of the original Green Sanctuary projects but also developing new initiatives for use of the building by us and by renters.						
	Dev: -educating ourselves on environmental issues.						
	-identifying and participating in Environmental Justice issues and advocacy strategies.						
	-being advocates in the congregation of best practices for addressing and acting upon environmental issues in people's homes and at UUCWC.						
	-engaging in community outreach efforts, seminars, and Green inter-faith initiatives.						
	b Support personal spiritual renewal in sharing reverence and care for nature.	Earth Ministry, CFA, WA	X	X	X	X	X
	-through Worship services and programs (e.g., Earth Day)						
	-by offering outdoor activities and service projects						

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<b>3</b>	<b>Create annual, year-long church-wide social justice projects while also continuing our other social justice work</b>						
	a Initiate annual stakeholders meeting to determine church-wide social justice project; include RE, WA, Earth Ministry, Food Ministry, CFA, and minister	CFA	X				
	b Improve bookkeeping, scheduling, and other record-keeping practices.	CFA					
	c Provide institutional support for UUCWC's SJ programs.	CFA		X			
	d Provide leadership to SJ activities by functioning as a "Hub", creating an organizational chart, holding roundtables with SJ Committees, acting as an advocate for SJ committees and groups, coordinating work between the groups, and improving communication about SJ issues to the congregation.	CFA	X	X	X	X	X
	e Support the minister in and inform her/him of efforts to participate in community SJ activities	CFA		X			
	h Work with Denominational Affairs to support SJ work on the focus issues of UUA, UU-UNO, and UUSC.	CFA, DA	X	X	X	X	X
<b>4</b>	<b>Engage more members of the congregation in UU work on denominational and district levels.</b>						
	a With other committees, hold discussions on or create study groups on Unitarian Universalist General Assembly social justice issues, allowing our congregants to inform our delegates how they feel about specific resolutions up for vote that year.	DA, CFA	X	X	X	X	X
	b Encourage more congregants to attend General Assembly and upcoming district meetings, informing them of details.	DA	X	X	X	X	X

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TAKING CARE OF BUSINESS		"Owner"	Spring 2013	2013 - 2014	2014 - 2015	2015 - 2016	2016 - 2017
<b>1</b>	<b>Undertake critical review of committee and board governance structure.</b>						
a	Review and define our current structure and boundaries more clearly, and research alternative structures that might serve us better in the future. -clarify role boundaries, experiment with changing the paradigm from committees to ministry teams, etc.	Board, Minister	X				
b	Depending on the outcome of the governance study group, develop a process for transitioning and updating our governance model as well as communicate the new structure to the congregation. (The names of leadership groups will be incorporated into this plan as they emerge.	Board		X	X		
<b>2</b>	<b>Govern more effectively and efficiently by managing records better, and by continuing the development of written policies to guide UUCWC.</b>						
a	Continue to develop operational policies and practices for: Alcohol, Audits, Board Selection of Officers, Capital Expenses, Disposition of Restricted Funds, Donor Recognition, Handling of Reserve Funds, the Memorial Garden, Rental, Staff Evaluation, and Staff Expense Reports, including record management (passing on records from former to current leaders).	Board	X	X			
<b>3</b>	<b>Evaluate staffing needs as we continue to grow, keeping pace with UUA Fair Compensation Guidelines.</b>						
a	Keep pace with UUA's "Fair Compensation Guidelines".	Board, Personnel	X	X	X	X	X
b	Develop and offer a progression of core ARE classes that promote knowledge of UU history and theology/philosophy, and encourage spiritual development.	Board, Minister, Personnel	X	X	X	X	X

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<b>4 Create and sustain welcoming spaces which support church life.</b>							
a	Install signage for areas where parking is permitted but underused.	Grounds	TBD				
b	Consult with Hopewell Township officials to determine what can be done to lawn areas to improve parking. Once the permissible options are known (e.g., what kind of materials can be installed, how much space can be used), calculate the cost.	Grounds	TBD				
c	Our Facilities Development Management Team (minister, sexton, and building committee chair) will review and prioritize other actions:	Facilities Mgmt Team	TBD				
	- Sort out responsibilities for building and grounds upkeep -- including those of the Earth Ministry and Accessibility						
	- Determine where we might be able to add more storage space						
	- Determine where we might be able to add more office space in the future						
	- Develop relevant operational policies and procedures						
	- Replace our HVAC system within the next few years (also eliminating lobby ceiling leaks)						
	- Procure some new furnishings (with our DRE and ARE chair) for some of our classrooms						
<b>5 Develop a property Master Plan</b>							
a	Identify possible changes to guide future upgrades and expansions, using data collected on current capacities and the need for increased space.	Facilities Mgmt Team; Memorial Garden Committee	TBD				
<b>6 Explore building improvement-related financial stewardship.</b>							
	Create a Capital Campaign Task Force soon to explore the possibility of conducting a	Board					
a	Capital Campaign, the goals it might achieve, and an appropriate campaign time frame, especially taking into consideration the timing of the new settled minister.	Board	TBD				
b	Create a Task Force to determine the scope and cost of renovating the Crossings Room and the feasibility of having rentals pay back all or some of those costs.	Board, Building, Finance, Rental	TBD				