

UUC Strategic Planning Group Report (May 2021)

Summary of Findings

Inspire Spiritual and Ethical Growth

~32% of survey participants chose “Inspire Spiritual and Ethical Growth” as the aspect of UUC’s mission that was most important to them. To this end, congregants expressed a desire to increase internal and external communication about UUC. “People in the area still have NEVER heard of our congregation” / “...everyone should know about UU.” Sample recommendations in this area include:

- Clarifying the roles and reinvigorating the Outreach and Communications Committees (the Board, Communications, Outreach, and Leadership Development Committees)
 - Outreach Committee responsible for building and fostering relationships between the congregation and local groups
 - Communications Committee responsible for both internal and external communication
- Creating a communications plan to increase both internal and external communication (Communications Committee), including service opportunities (Community Service Team)
- Reimagining the Administrator Job Description (Personnel Committee, in consultation with the Board)

A full list of recommendations is included at the end of this document.

Create Compassionate Community

~31% of survey participants chose “Create Compassionate Community” as the aspect of UUC’s mission that was most important to them. To this end, congregants expressed a desire to renew our commitment to inclusion and social justice. “Continue efforts to educate our congregation, encourage more diversity within our congregation.” Sample recommendations in this area include:

- Recertifying ourselves as a welcoming congregation (Welcoming Congregation Committee)
- Empowering the entire congregation to practice radical hospitality (Connections Committee)
- Integrating/coordinating the work of the Anti-Racism and Community Conversations Groups to provide congregants opportunities for self-education

A full list of recommendations is included at the end of this document.

Transform the Wider Community

~31% of survey participants chose “Transform the Wider Community” as the aspect of UUC’s mission that was most important to them. To this end, congregants expressed a desire to live our faith more actively and increase outreach activities in the community. “Deep, meaningful, and sustained partnerships with community organizations that reflect our region's demographics and that are working toward large-scale change and transformation.” Sample recommendations in this area include:

- Creating a structure to connect congregants to service/social justice activities (Social Justice Team)
- Developing a social justice series that invites and engages the wider NRV, including worship opportunities, adult RE opportunities, and service opportunities (Lifespan Faith Development Committee, Social Justice Team, Anti-Racism Group, and Environmental Justice Team)
- Developing relationships and collaborating with other congregations and community organizations (Outreach Committee)

A full list of recommendations is included at the end of this document.

Full List of Recommendations

Component of Mission	What the Congregation Said	Actions the Congregation Can Take / Who Could Take Charge	Supporting Quotes & Statistics
<p><i>Inspire Spiritual and Ethical Growth</i></p>	<p>Increase internal and external communication</p>	<ul style="list-style-type: none"> ● Clarify the roles and reinvigorate the Outreach and Communications Committees to make the Outreach Committee responsible for building and fostering relationships between the congregation local groups and the Communications Committee responsible for both internal and external communication (the Board, Communications, Outreach, and Leadership Development Committees) ● Create a communications plan to increase both internal and external communication; consider methods in addition to the weekly announcements and monthly newsletters (Communications Committee) ● Create a robust social media campaign (Communications Committee) ● Reimagine the Administrator Job Description (Personnel Committee, in consultation with the Board) ● Communicate service opportunities with the larger congregation (Community Service Team) ● Make use of UUA and other resources 	<p>Survey stats: ~32% of survey participants chose “Inspire Spiritual and Ethical Growth” as the aspect of UUC’s mission that was most important to them</p> <p>Survey quotes: “People in the area still have NEVER heard of our congregation - somehow get our name out more, maybe press releases?”</p> <p>“Being more visible - in more partnerships and get more attention.”</p> <p>“Invite other groups to picnic with us and share their views. Have a lecture series that would draw in the community and foster discussion.”</p> <p>“Increas[e] the linkages between ourselves and th[e] community. I think we need to be doing more active outreach. When events like Steppin Out resume, it would be good to have a presence there, for example.”</p> <p>“I think we should have more outreach activities, and donate time to community activities.”</p> <p>“Organize community service events; everyone should know about UU.”</p> <p>“Continue and expand our outreach into the community.”</p>

Component of Mission	What the Congregation Said	Actions the Congregation Can Take / Who Could Take Charge	Supporting Quotes & Statistics
<p><i>Create Compassionate Community</i></p>	<p>Renew our commitment to inclusion and social justice</p>	<ul style="list-style-type: none"> ● Recertify ourselves as a welcoming congregation (Welcoming Congregation Committee) ● Ratify/adopt the 8th principle (Anti-Racism Group) ● Explore creating a social justice group to coordinate social justice work in our congregation (Leadership Development Committee) ● Continue offering Transgender Inclusion Workshops (LFD) ● Integrate/coordinate the work of the Anti-Racism and Community Conversations Groups to provide opportunities for self-education to the congregation ● Empower entire congregation to practice radical hospitality (Connections Committee) ● Make use of UUA and other resources 	<p>Survey stats: ~31% of survey participants chose “Create Compassion Community” as the aspect of UUC’s mission that was most important to them</p> <p>Survey quotes: “Work toward having a more diverse congregation. We also need to be more compassionate with each other.”</p> <p>“Engage more fully with issues of racism and structural inequality. A start would be a process towards adopting the 8th principle.”</p> <p>“I think we could be more compassionate to people who hold different perspectives or beliefs. Sometimes, unwittingly, I think, our members express our political views in ways that may be off putting to new and/or existing members.”</p> <p>“Work to increase diversity of the congregation”</p> <p>“Continue efforts to educate our congregation, encourage more diversity within our congregation”</p> <p>“Increase in diversity or provide more opportunities to meet with people unlike ourselves.”</p> <p>“Continue to model and improve on welcoming marginalized populations.”</p>

Component of Mission	What the Congregation Said	Actions the Congregation Can Take / Who Could Take Charge	Supporting Quotes & Statistics
<p><i>Transform the Wider Community</i></p>	<p>Live our faith more actively</p> <p>Increase outreach activities into the community</p>	<ul style="list-style-type: none"> ● Create a structure to connect congregants to service/social justice activities (Social Justice Team) ● A yearly/semesterly service opportunities 'fair' (Community Service and Social Justice Teams) ● Center service opportunities more regularly in worship (Worship Team) ● Develop a social justice series that invites and engages the wider NRV -- this should include worship opportunities, adult RE opportunities, and service opportunities (Lifespan Faith Development Committee, Social Justice Team, Anti-Racism Group, and Environmental Justice Team) ● Develop relationships and collaborate with other congregations and community organizations (Outreach Committee) ● Make use of UUA and other resources 	<p>Survey stats: ~32% of survey participants chose "Transform the Wider Community" as the aspect of UUC's mission that was most important to them</p> <p>Survey quotes: "Work more for racial justice/Black Lives Matter, get more members actively involved in social justice work."</p> <p>"With our Caring Committee taking the lead, identify a single group in the larger community to sponsor with money, activities, individual engagement, etc."</p> <p>"My hope would be to work with other groups on environmental justice, to collaborate in informing and energizing people to action in addressing the practical and political issues of species and habitat loss, preservation of clean air, water and soil, and reform of the EPA."</p> <p>"Expand social justice activities to strengthen other areas, i.e. Immigration, Environment, Education"</p> <p>"More partnering with local organizations on social justice issues."</p> <p>"Deep, meaningful, and sustained partnerships with community organizations that reflect our region's demographics and that are working toward large-scale change and transformation."</p> <p>"I think it is very important to work with other faith groups- where we share common goals and values."</p>