

**UUCOD BOARD OF DIRECTORS  
STRATEGIC PRIORITIES PLAN  
2017-2020**

**MISSION:** UUCOD...A sanctuary for diversity, spiritual growth and social justice

**VISION (draft):** UUCOD will become a religious community in the Coachella Valley for liberal religious seekers through consistent attention to the following priorities

1. Identify and build toward the appropriate type of ministry as we move beyond the interim ministry phase of our congregation's development
2. Enhance organizational structure of our congregation through developing and maintain policies and procedures for the smooth and consistent operation of the church
3. Develop a vibrant and meaningful Adult Religious Education program for the continue spiritual growth and development of our congregation
4. Develop a multi-year plan to increase sustainable revenue to insure financial stability for the church to facilitate growth to support full-time ministry and robust programs.
5. Develop a plan to grow future leadership of the church and invigorate volunteers to support important church ministry, business and tasks
6. Develop a constructive and positive way to resolve conflicts that arise within our beloved community.
7. Develop a successful outreach plan through providing stimulating and diverse worship services, programs and events that are consistently meaningful and memorable and move us toward spiritual growth.

**CONGREGATIONAL COVENANT (Abridged)**

“We need not think alike to love alike.” One of our Unitarian Universalist ancestors, Francis David, spoke those words more than 400 years ago to describe the foundation of our unity as a religious community. This covenant represents the promises we make to ourselves about how we will nurture and support each other within this beloved community. These promises cultivate an environment of compassion, courage, and empathy. To this end, we, the people of the Unitarian Universalist Church of the Desert, adopt the following Congregational Covenant.

- We will be mindful of how we communicate with and about others.
- We will seek a respectful and constructive resolution when conflicts arise.
- We will enrich our own lives by celebrating the diversity within our community.
- We will build our beloved community.

Our commitment to one another ensures that our community will be a safe and inspirational place in which we, as individuals and groups, can live out our spiritual journeys.

1. PRIORITY: Identify and build toward the appropriate type of ministry as we move beyond the interim ministry phase of our congregation's development

TASK	RESPONSIBILITY	DUE DATE	MEASURE OF SUCCESS
<ol style="list-style-type: none"> <li>1. Make a preliminary decision about what kind of ministry we need: another interim, contract or developmental minister (A settled minister calling process is a 2 year endeavor)               <ol style="list-style-type: none"> <li>a. Hold listening sessions with the congregation</li> <li>b. Develop survey to identify strengths, challenges and goals</li> </ol> </li> </ol>	Board, Interim Minister and congregation	January 2018	Decision agreed upon
<ol style="list-style-type: none"> <li>2. Ministry search application submitted to UUA Transitions Office</li> </ol>	Board, Interim Minister	January 2018	Action completed
<ol style="list-style-type: none"> <li>3. Enter search process               <ol style="list-style-type: none"> <li>a. Selection committee is the Board or a Search Committee</li> <li>b. Develop budget for search</li> </ol> </li> </ol>	Board, Search Committee	January-May, 2018	Minister selected
<ol style="list-style-type: none"> <li>4. If part-time ministry, prepare for pulpit support               <ol style="list-style-type: none"> <li>a. Identify visiting ministers available</li> <li>b. Develop budget for pulpit support</li> </ol> </li> </ol>	Board, Worship Committee	June 2018	Actions completed

2. **PRIORITY** Enhance organizational structure of our congregation through developing and maintain policies and procedures for the smooth and consistent operation of the church

TASK	RESPONSIBILITY	DUE DATE	MEASURE OF SUCCESS
1. Review and revise existing policies and procedures adopted by previous boards.	Board	Various	Policies and procedures posted on website
2. Add policies and procedures as need arises	Board	Various	Policies and procedures posted on website
3. Strengthen UUCOD's committee structure a. Training and support to committee chairs b. Review mission and responsibilities of each committee	1 <sup>st</sup> VP, Board, Church Council	Ongoing	Smoother operation of the church
4. Review and revise UUCOD's by-laws as needed	By-Laws Committee, Board, Congregation	Ongoing	Annual Meeting report

3. **PRIORITY:** Develop a vibrant and meaningful Adult Religious Education program for the continue spiritual growth and development of our congregation

TASK	RESPONSIBILITY	DUE DATE	MEASURE OF SUCCESS
1. Develop programs of interest and need for the congregation a. Coming of Sage Program b. Building Own Theology class	Interim Minister	Fall 2017	Enrolment in class
2. Develop and establish and Adult RE committee	Interim minister, congregation	Fall 2018	
3. Provide support to revive small group ministry program	Interim minister, congregation	Fall 2018	

4. **PRIORITY:** Develop a multi-year plan to increase sustainable revenue to insure financial stability for the church to facilitate growth to support full-time ministry and robust programs

TASK	RESPONSIBILITY	DUE DATE	MEASURE OF SUCCESS
1. Prepare a realistic balanced annual operating budget	Board, Finance Committee	2017-2020	Balance budget presented annually
2. Establish a reserve fund	Board, Finance Committee	2017-2019	Reserve fund of at least 5%
3. Reestablish MacLean Endowment Committee and reinvigorate interest for legacy giving	2 <sup>nd</sup> VP, Board, Endowment Committee	2017-2020	10% annual growth in the endowment fund
4. Explore and implement plans to retire the remaining mortgage	Endowment committee	2018-2020	No mortgage
5. Develop a culture of generosity to increase pledging in the congregation	Board, Stewardship Committee	2018-2020	Increase pledging
6. Create new and effective fundraisers to increase income from within and outside the church community.	Board, Finance Committee	2018-2020	Increased budget
7. Develop strategies to increase the total budget to move from supporting an increase from 2/3 to 3/4 time ministry and eventually for full time ministry.	Board	2018-2020	Increased budget
8. Conduct an in-house capital reserve fund study for strategic maintenance of the church facility and equipment.	Board, Finance Committee, Facilities Committee	2018-2020	Plan and reserve fund established

5. PRIORITY: Develop a plan to grow future leadership of the church and invigorate volunteers to support important church ministry, business and tasks

TASK	RESPONSIBILITY	DUE DATE	MEASURE OF SUCCESS
1. Establish a training program for church members on effective, democratic church leadership. <ul style="list-style-type: none"> <li>a. Provide various opportunities for future leaders to self-identify or be nominated by committee chairs</li> <li>b. Develop a succession plan for Board and committee leadership</li> </ul>	Developmental Minister, Board Nominating Committee	2017-2020	Increased volunteers Fill committee chairs Fill all board offices
2. Reinforce the regular meetings of the Church Council to: <ul style="list-style-type: none"> <li>a. Keep the Board, committees and congregation up-to-date happenings at the church</li> <li>b. Model effective meeting strategies for committee leaders</li> </ul>	First VP, Committee Chairs	2017-2019	Attendance at 3 Church Council meeting Leadership Orientation packet

6. PRIORITY: Develop a constructive and positive way to resolve conflicts that arise within our beloved community.

TASK	RESPONSIBILITY	DUE DATE	MEASURE OF SUCCESS
1. Re-establish the Committee on Ministry <ul style="list-style-type: none"> <li>a. Advise the minister on issues with the congregation</li> <li>b. Provide feedback on congregational covenant</li> </ul>	Interim Minister	2018	All three seats filled
2. Provide conflict resolution training to church leadership <ul style="list-style-type: none"> <li>a. Identify consultant/trainer</li> <li>b. Identify volunteers to complete training</li> </ul>	Board, Committee Chairs, Congregation	2018	Training held More effective committee meetings

7. **PRIORITY:** Develop a successful outreach plan through providing stimulating and diverse worship services, programs and events that are consistently meaningful and memorable and move us toward spiritual growth.

TASK	RESPONSIBILITY	DUE DATE	MEASURE OF SUCCESS
1. Review and revise church's mission and vision	Board and Congregation	2018	Annual Meeting report
2. Develop infrastructure for church growth <ul style="list-style-type: none"> <li>a. Develop web presence</li> <li>b. Strengthen friendliness when greeting visitors.</li> <li>c. Research UUA support for marketing</li> <li>d. Apply for grant to support marketing plan</li> </ul>		2018-2019	New webpage