

FY 20 – 23 UUCOD Strategic Goals

Congregational Care and Engagement	
<i>Support and advance our congregation through assistance, services, and educational opportunities and promote a congregational culture of care, engagement, and stewardship.</i>	
<ul style="list-style-type: none"> Maintain connectivity with members and friends to identify needs and maintain community. Provide assistance and pastoral care, as needed, to retain and solicit members and friends. 	20 - 21
<ul style="list-style-type: none"> Support a robust offering of interesting services, educational, volunteer, and social opportunities to keep members and friends engaged with our congregation. 	20 - 23
<ul style="list-style-type: none"> Develop a phased re-entry plan to the church to ensure participant safety, promote fellowship, and ensure access to services to all. 	20 - 21
<ul style="list-style-type: none"> Ensure we offer a robust Sunday worship program. 	20 - 23
<ul style="list-style-type: none"> Establish a formal communications program. 	20 - 23
<ul style="list-style-type: none"> Provide congregants with assistance needed related to COVID-19. 	20 - 21
Conflict Resolution	
<i>Develop a constructive and positive way to resolve conflicts that arise within our beloved community.</i>	
<ul style="list-style-type: none"> Develop and administer a formal conflict resolution framework and program. 	20 - 21
<ul style="list-style-type: none"> Provide conflict resolution education and training 	20 - 22
<ul style="list-style-type: none"> Publicize and promote the process 	20 - 21
Leadership Development	
<i>Development and support of leaders to advance UUCOD as its ministry evolves.</i>	
<ul style="list-style-type: none"> Assist committees in developing activities, goals and budgeting that support our strategic goals; implement quarterly updates and reporting. 	20 - 22
<ul style="list-style-type: none"> Establish talent identification and training process to allow for a successful leadership experience and succession planning 	20 - 23
<ul style="list-style-type: none"> Identify and document roles and responsibilities for committees 	20 - 21
<ul style="list-style-type: none"> Provide Board member support for all committees. 	20 - 22
<ul style="list-style-type: none"> Evaluate and/or redefine leadership roles and responsibilities 	20 - 23
Professional Ministry & Staffing	
<i>Ensure a robust ministry that offers a diverse and welcoming message for congregants and supports the strategic objectives of our community.</i>	
<ul style="list-style-type: none"> Focus on sustainable financial stability to fund our ministerial needs and maintain a culture of generosity with planning giving 	20 - 23
<ul style="list-style-type: none"> Develop a staffing model that reflects future needs (Ministerial; Music Director; Religious Education Administrator; expanded Administrator support) 	20 - 22
<ul style="list-style-type: none"> Hold Voice of the Congregation sessions to identify needs and concerns about direction of the Church and its professional ministry & staffing 	21 - 22
<ul style="list-style-type: none"> Identify Search Committee members and initiate search process 	21 - 23
<ul style="list-style-type: none"> Identify and build toward the appropriate type of ministry and develop the ministerial recruitment process as we contemplate departure of our current Development Minister. 	20 - 23
Diversity and Inclusion	
<i>An enduring, sustainable strategy to assess and address racist and discriminatory systems and build a culture of diversity, inclusion, and belonging within our community.</i>	
<ul style="list-style-type: none"> Establish a Diversity, Inclusion, and Belonging Ministry team to lead effort 	20 - 21
<ul style="list-style-type: none"> Support and ally with the Black, Indigenous, and Other People of Color and (BIPOC) support group and other marginalized groups 	20 - 21
<ul style="list-style-type: none"> Perform an audit and identify and mitigate practices or behaviors that may be objectionable, recommend actions to enhance diversity and help our community be more welcoming. 	20 - 21
<ul style="list-style-type: none"> Establish a multi-year Lifespan Spiritual Growth curriculum that includes diversity, inclusion and belonging 	20 - 21
<ul style="list-style-type: none"> Widen the circle of worship leaders, music, and other content to reflect and educate our community about multiple cultures 	20 - 21