

Board and Fiscal Year 2024 – 2026 Strategic Goals

Congregational Care and Engagement		
<i>Support and advance our congregation by promoting a culture of care, engagement, and fellowship.</i>		
Establish programming for families, youth, and children, including building volunteer support.	Minister and Lifespan Spiritual Growth Team	In Formation Stage
Develop and implement an outreach program to increase church membership and enhance integration into our community; develop and implement an outreach program for engaged Members and Friends.	Membership and Stewardship Committees	Planning
Continue to raise awareness of our Right Relations Policy through education and training.	Committee on Ministry	In Progress

Leadership Development and Succession Training		
<i>Develop and support leaders to advance UUCOD as its ministry evolves.</i>		
Assist committees in developing activities, goals, and budgeting that support our strategic goals and leadership development.	Board, Committees, and Church Councils	Ongoing
Identify, involve, and develop current and undiscovered lay leaders to support UUCOD's mission, vision, and covenant.	Leadership Development Committee	Ongoing

Our Shared Ministry		
<i>Develop the depth and accessibility of our worship and learning experiences to help participants experience transformation, connection, and grounding.</i>		
Broaden and diversify the musical offerings in worship.	Minister and Worship Committee	Ongoing
Explore new ways and formats of worship to broaden the accessibility of our worship experiences (decentering sermon, more interactive elements, more movement, etc.).	Minister and Worship Committee	In Development
Enhance our Lifespan Spiritual Growth program to provide opportunity for all ages to learn and grow in individual and community spiritual depth and understanding, including addressing discriminatory and oppressive behaviors and systems to build a culture of antiracism, diversity, inclusion, and belonging within our community.	DIBM and Lifespan Spiritual Growth Team	Ongoing

Diversity, Inclusion, and Belonging		
<i>Develop an enduring and sustainable strategy to assess and address racist and discriminatory systems and build a culture of diversity, inclusion, and belonging within our community.</i>		
Continue to support, consult, and ally with Black, Indigenous, and Other People of Color (BIOPOC) and other marginalized groups, as judged by them.	DIBM and Board	Continuing
Assess our physical facility and make changes as possible to be more welcoming and accessible to diverse groups, including decorations, art, signage, access, gender neutrality, etc.	Board, DIBM, and Facilities and Furnishings Committee	Ongoing
Assess changes that need to be made in our governance documents, including our By-Laws, Covenants, Vision, and Mission; establish an antiracism policy.	Board and DIBM	In Development

Institutional Thriving		
<i>Ensure a robust shared ministry that promotes congregational engagement and belonging and provides organizational structure to improve congregational life.</i>		
Promote and develop a culture of volunteerism and help people find their passion.	Board, Leadership Development Committee, Minister, and Stewardship Committee	In Progress
Establish a formal communications committee/program.	Board	Policy Adopted; Committee in Formation
Develop and implement a planned giving program to complement the endowment program.	Finance Committee and Treasurer	Planning
Develop and implement a safety program.	Safety Committee	In Progress

Living Our Values in the World		
<i>Develop ways to live into our stated values in the world at large.</i>		
Explore ways to live more intentionally into the Eighth Principle.	Board and DIBM	In Progress
Focus our attention on climate change and the environment through education and action; continue to develop a natural, ecologically balanced Sacred Grounds.	Board, Facilities and Furnishings Committee, Sacred Grounds Initiative, and Social Justice Committee	Ongoing
Build relationships and collaboration with groups in the larger community.	Denominational Affairs Liaison, Minister, President, and Social Justice Committee	Ongoing