

<p>Goal One: <u>Creating Community</u> Be a welcoming church, opening our doors and hearts to all that enter. Be an active, nurturing and supportive community</p>					
Objectives	Performance Measures	Key Tactics	Actions	Drivers	Time frame and Completion
<p>Enhance opportunities for everyone to feel welcome and able to become part of the community.</p>	<ul style="list-style-type: none"> Collect attendance records and monitor congregation participation on a monthly basis and submit to the board with the minister report. Track the use of the church monthly and submit with minister's report monthly to the board List of volunteer opportunities in the weekly email and monthly newsletter 		<ul style="list-style-type: none"> Continue to offer fun and celebratory activities – intergenerational activities, whole fellowship gatherings, and small group activities Offer one fun and volunteer activity each month for youth and children. Fund two weekend trips annually for youth group to either a retreat or education opportunity Create a specific list of volunteer activities within the church with specific duties listed and time frame required. Ask the people currently in charge 	<p>Minister, Membership committee, office administration and REE</p>	

			<p>or most familiar with their volunteer activity to engage at least one new person in their activity on a monthly basis.</p> <ul style="list-style-type: none"> • Generate a list of people willing to volunteer skills, time and ability. Have a sign-up sheet available at Sunday service that is reviewed weekly. • Before service, the minister or whomever is leading the worship service will introduce one aspect of our church and one person that could answer questions about that particular activity • Make the volunteer opportunities visible in the new UU classes. • Coordinate Dinner's for Eight 		
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			<p>on a monthly basis. Include singles, partners and a wide variety of ages in each group. Six couples will be in charge of facilitating two dinners each, annually that incorporate at least 2 new people present at each dinner.</p>		
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<p>Grow our membership at a responsible rate</p>	<ul style="list-style-type: none"> • Keep an accurate count of visitors monthly and friends that have attended more than 4 times. Include this data in the monthly minister’s report to the board of directors. • The list of requests for name tags will be kept in a data base for friends 		<ul style="list-style-type: none"> • Announce at the beginning of the service that the greeters will to lead a “newcomer” chat after each Sunday service. • Sponsor a booth at Idaho Falls Youth Jam to increase our outreach to young families with children. • Continue to implement the “Pathway to membership” curriculum 	<p>Membership committee, greeters, REE director and minister</p>	<p>Implementation of booth at the IF Youth Jam annually.</p>
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<p>Enhance our worship and special events with thoughtfully integrated music</p>	<ul style="list-style-type: none"> • Monitor participation levels • Survey of current music preferences. • Repeat survey annually 	<ul style="list-style-type: none"> • Fund special music at least 10 times per year. • Encourage the participation of members and friends, specifically the youth program to make music. • Reform a music committee that facilitates new musical experiences in the worship services 	<ul style="list-style-type: none"> • Use the chocolate auction to help fund a music program • compile information from membership and friends survey that evaluates music preferences of congregation • Engage a new music experience for worship services at least 10 times per year. 	<p>Music committee, minister and board of directors</p>	<p>Within the next 3 months, implement the new music program.</p>
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Goal Two: <u>Broadening Minds:</u> Provide meaningful and spiritual and intellectual opportunities and experiences					
Objective	Performance Measures	Key Tactics	Action	Drivers	Update
Keep our Religious Education and Exploration program dynamic and strong	Monitor participation and attendees and volunteers	Offer a diversity of programs for all ages	<ul style="list-style-type: none"> • provide support for the REE director and REE programs • Encourage more volunteers to participate with children across all generations. • Invite the public to participate in Adult RE programs. • Create at least one Covenant Groups (Chalice circles) in 2014 and continue to expand circles over the next 3 years. Phase II • Continue offering Meditation, Yoga and Spirit Book Discussion Forum 	REE Director, Minister, REE Committee, Youth Directors	Review program quarterly with REE and Youth Directors, Minister and REE Committee
Adult Education and Exploration: Welcoming Congregation Program	Monthly Reports to Board of Directors about congregation participation	Form a committee to organize and present the program.	<ul style="list-style-type: none"> • Implement the Welcoming Congregation program as outlined by the UUA. 	The Welcoming Committee, Minister, Strategic Plan committee and Board of Directors	Report of activities monthly to the Board of Directors and acquisition of the certification from UUA for Welcoming Committee.

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		Ask the Strategic plan committee and the Board of Directors for a commitment to participate.			
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<p>Goal Three: <u>Honoring our interconnectedness</u> Recognize the interconnectedness with one another and the earth through: outreach, promotion of social, environmental and economic justice and networking.</p>					
Objective	Performance Measures	Key Tactics	Action	Drivers	Update
Be visible in the community	Monitor participation and response of the greater community through minister’s report monthly to the board and updates through the newsletter	Continue to support the ministers efforts participate in other community groups that support our values	<ul style="list-style-type: none"> • Initiate and support outside speakers and activities to draw in a greater community • Participate in social Justice events sponsored by other groups • Continue to support the Soup Kitchen monthly – Encourage participation from the whole congregation including the Youth Program 	Minister, Marilyn Watts, Youth Program REE leaders, Social Justice committee	<ul style="list-style-type: none"> • Ongoing • Soup Kitchen

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<p>Provide the opportunity to recycle at the UU church</p>	<p>Review the monthly report from the recycling company</p>		<ul style="list-style-type: none"> • Hire the local recycling pick up service • Buy or create bins for recycling, paper, plastic bottles and cans • Educate the congregation about the recycling bins • Ask the cleaning service to separate and place the bins outside for pickup 	<p>Minister, Green Sanctuary committee and Youth members</p>	<ul style="list-style-type: none"> • Review the program in 3 months to see if the recycling bins are being utilized
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Goal Four: <u>Responsible Governance</u> Create governance capacities that improve efficiency, effectiveness and enhance our professionalism					
Objective	Performance Measures	Key Tactics	Action	Drivers	Update
Implement a comprehensive ongoing annual budget drive	Publish and adopt and annual budget Publish a long term and short term budget	Increase the Endowment fund	<ul style="list-style-type: none"> Establish an ongoing Annual Budget Drive team and process Development of an annual fundraiser to target potential donors outside the congregation Reduce our dependence on fund raisers to fund our operating expense but rather use fund raising as a way to support different capital and development 	<ul style="list-style-type: none"> Annual Budget drive committee Finance Committee Board Arthur 	<ul style="list-style-type: none"> Budget annually voted on by the congregation Evaluate annual fundraiser outside congregation

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<p>Plan for the future of UU of Idaho Falls</p>	<p>Create official archives- a library of written records and digital records of documents pertaining to board, bylaws, articles of incorporation, leases, etc</p>		<ul style="list-style-type: none"> • create a 5 year budget plan for both the operating and capital budget • Review and revise the strategic plan annually • create a reserve fund for building maintenance and repair • create a mailer and information about estate giving 	<ul style="list-style-type: none"> • Finance Committee • strategic plan task force • Board • Building and maintenance committee 	<ul style="list-style-type: none"> • Create a 5 year infrastructure and financial business plan for the future of UU of Idaho Falls
<p>Develop and implement an organizational Chart and policies</p>	<p>Publish a handbook including: board, council and committee descriptions, UU of IF org chart, By laws and other policies and procedures</p>		<ul style="list-style-type: none"> • Develop written job description for each council, committee and task force. 	<ul style="list-style-type: none"> • Board • Ministry Council • All other committee 	<ul style="list-style-type: none"> • Revise handbook as described by 2013 by all existing committee members to be reviewed by current board of directors and minister.

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<p>Develop policies and procedures for church employees</p>	<ul style="list-style-type: none"> • Create an employee file with a signed copy of all time cards • Implement a performance review process annually by the minister and responsible committee members 		<ul style="list-style-type: none"> • Create a handbook for all employees that outlines the policies and procedures for all church employees such as: attendance, timecards, overtime, compensation time, grievance procedures. • Create a job description for each employee 	<ul style="list-style-type: none"> • Minister, Finance committee and Board of Directors 	<ul style="list-style-type: none"> • Annual “audit” on each employee file to ensure that all policies and procedures have been addressed.
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