

STARR KING UNITARIAN UNIVERSALIST FELLOWSHIP

Strategic Plan

2011

5/22/2011

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Introduction

This Strategic Plan follows a plan approved by the Fellowship in 2007. In the 2007 Plan, many of the goals were related to building our addition. Since our successful completion of the building addition in October 2009, it was clear to the Governing Board that a new plan would be needed. In 2009-2010 the Fellowship engaged in planning activities that ended with a new Mission Statement that was approved in May, 2010. During 2010-2011, the Governing Board, and Committees worked to develop the goals of this plan. The Plan in this document is the result of these conversations along with input from the Congregation at a January 2011 open meeting.

Brief History of the Fellowship

Starr King Unitarian Universalist Fellowship was gathered in 1980. For the first ten years they met in homes and in various buildings including the Easter Seal Center, a Masonic Home, and the Yankee Fitness Center. In 1993 the Fellowship broke ground at 101 Fairgrounds Road and in the fall of 1994 moved into the current building. From 1994 to 2008 the Fellowship grew slowly. In 2007 the Fellowship completed a five-year strategic plan that looked forward to growth in association with a potential new building addition. In the Spring of 2009 the Fellowship began construction of an addition that was completed in the Fall of 2009. Since then the Fellowship has continued to grow. We are a vibrant congregation providing both a physical and spiritual home for friends and members.

This five-year Strategic Plan is designed to support our Mission Statement and the seven principles of the Unitarian Universalist Association.

Mission Statement

At the May 2010 annual meeting the fellowship approved the following mission statement:

Starr King Unitarian Universalist Fellowship is a multigenerational, welcoming congregation where different beliefs come together in common covenant. We work together in our fellowship, our community and our world to nurture justice, respect and love.

Seven Principles

Unitarian Universalist congregations affirm and promote:

- The inherent worth and dignity of every person;
- Justice, equity and compassion in human relations;
- Acceptance of one another and encouragement to spiritual growth in our congregations;
- A free and responsible search for truth and meaning;
- The right of conscience and the use of the democratic process within our congregations and in society at large;
- The goal of world community with peace, liberty, and justice for all;
- Respect for the interdependent web of all existence of which we are a part.

Organization of the Plan

The Strategic Plan is organized into the following five general themes designed to support the mission of the fellowship. Each theme is listed below along with the statement that defines the strategic reason for the theme.

Spiritual Openness

SKUUF will consistently provide an environment that fosters and promotes spiritual openness by challenging ourselves to engage in new relationships with people and ideas; and include innovation in our practices.

Foster Growth

SKUUF will foster steady growth by actively seeking new members and friends from our region and inviting them to contribute their creative energy to the life of the fellowship.

Multi-generational Support

SKUUF will create opportunities for multi-generational interaction to allow for healthy relationships which grow and flourish among age groups.

Community Outreach

SKUUF will affect the lives of people in the greater community in a positive way by sharing our values and talents.

Our Meetinghouse

SKUUF will provide a physical fellowship home by developing and implementing plans for safety, security, maintenance, program growth, and outreach.

Implementation

The goals of the fellowship are listed below with each theme. While an individual goal will only be listed with one theme, many goals may support multiple themes. The goals listed here represent specific future actions that have measurable outcomes. While these are the goals of the Fellowship, this document is intended to be dynamic. The Governing Board, Committees, and Staff will have the responsibility to pursue the goals and should use this document to guide their decisions. However, the Fellowship must also carefully consider financial resources when committing to any of these goals. Considerable care was given to developing these goals, but priorities change and new opportunities may come along. The Fellowship should use this document to ensure that any actions of the Fellowship support the themes in this plan.

Spiritual Openness

SKUUF will consistently provide an environment that fosters and promotes spiritual openness by challenging ourselves to engage in new relationships with people and ideas; and include innovation in our practices.

Goals:

2011: The Worship & Music committee shall determine the amount of funding required to hire a part time Pianist/Music Director for 40 Sundays per year.

2012: The Worship & Music, Budget & Finance, and Fund Raising committees shall implement a plan for hiring a Pianist/Musical Director.

2013: Hire the Pianist/Musical Director in FY 2013 for 40 Sundays per year.

2012: The Governing Board shall establish a Personnel Committee.

2012: The Governing Board shall establish a Planned Giving Program to include the promotion of the giving opportunities, both unrestricted and restricted.

Foster Growth

SKUUF will foster steady growth by actively seeking new members and friends from our region and inviting them to contribute their creative energy to the life of the fellowship.

Goals:

2012: The Governing Board and Membership Committee shall establish a 5-year plan to promote and to sustain growth to include a monetary investment in strategic advertising and marketing.

2012: The Governing Board and the Nominating Committee will recruit a Volunteer Coordinator in an unpaid position in 2012.

2014: The Governing Board will move the Volunteer Coordinator to a part-time paid position (8 hours/week) by 2014 and then assess the need to increase hours for the position.

2012: The Membership Committee will develop a lapsed member program to include training for volunteers.

2013: SKUUF will send trained visitors to reach out in caring ministry to lapsed members.

Multi-generational Support

SKUUF will create opportunities for multi-generational interaction to allow for healthy relationships which grow and flourish among age groups.

Goals:

2012: To foster open communication, the SKUUF Office Assistant will post minutes from all Board and Committee Meetings on the website within 7 days of the meeting date.

2012: The Director of Religious Education and the Religious Education Committee will work to plan and implement a youth group.

2013: The Director of Religious Education and the Religious Education Committee will establish a high school youth group

2012: The Activities and Fundraising committee will encourage participation and development of events that provide opportunities for Generations to mingle.

2013: SKUUF will have at least two events each year in which more than 10 youth, 10 parents, and 10 elders participate.

2014: The Governing Board will increase the Director of Religious Education's hours to 20 hours per week.

2015: The Governing Board will hire a professional youth leader for 4 hours per week.

2015: SKUUF will fund a youth delegate to GA.

Community Outreach

SKUUF will affect the lives of people in the greater community in a positive way by sharing our values and talents.

Goals:

2012: The Governing Board and the Property Maintenance Committee shall actively and aggressively market the Fellowship facilities for use by the public for meetings, parties, weddings (including LGBT weddings), and fund raising activities.

2012: The Social Justice Committee will foster and enable “Direct Contact” with area legislators.

2012: The Social Justice committee shall explore new ways to engage a larger percentage of the congregation in one or, at the most, two issues in ways that will identify and sustain the Fellowship’s mission to the Plymouth area community.

2012: The Fundraising committee will organize “church suppers”.

2012: The Governing Board and Property and Management Committee will form a Community Outreach Committee to develop an Outreach Program to reach people with diverse religious beliefs that are seeking a community to support them.

2013: The Community Outreach Committee shall implement the Outreach Program with other SKUUF committees. A goal for this program could include increased interaction with PSU.

2013: SKUUF will participate in one PSU campus event.

2014: SKUUF will participate in at least two events per academic year.

2013: The Minister and Public Relations Committee will develop a robust presence online including social media (blogs, facebook, etc...) and SKUUF web site.

Our Meetinghouse

SKUUF will provide a physical fellowship home by developing and implementing plans for safety, security, maintenance, program growth, and outreach.

Goals

2012-2013: The Governing Board in association with the Property Maintenance Committee shall develop a Sustainable Building Program that could include:

- a. Green Sanctuary implementation
- b. Conservation Policies (reduce, recycle, lower lights)
- c. Consider when replacing roof adding photovoltaic & solar

2012: Property Management and Budget & Finance committees shall implement a plan for funding and hiring a Sexton.

2013: SKUUF will hire a Sexton on a part-time basis.

2015: SKUUF will increase the hours to full time for the Sexton.

2012: The Director of Religious Education and Religious Education Committee shall investigate the feasibility of creating a playground area on SKUUF's property.

2012: The Governing Board will identify possible tenants to rent our facilities.

2012: The Governing Board will create a new annual process to be implemented at the May 2012 Annual Meeting that will seek appropriation for monies to be spent from the Building Fund.

2012: The Governing Board will develop a capital projects plan that could include the following:

- a. Sound system improvements (e.g., new microphones) in the sanctuary.
- b. Permeable hard surface at edge of back parking lot to correct the deterioration taking place on the private road.
- c. The addition of parking spaces (may require a permit from the Town for change in land use).
- d. The completion of a thorough inspection of the entire building and outdoor property to address safety and security issues.
- e. The completion of the next addition to the kitchen as proposed by those who have a developed a plan of action for the kitchen.
- f. Replacement of original roof.
- g. Replacement of pink chairs.

2012-2015: The Governing Board will recommend that the Fellowship contribute at least 0.5% of the annual budget to a capital reserve fund.

2013: Religious Education and Worship and Music committees will have a safety drill at least twice per year.

2015: The Governing Board will ensure that SKUUF has a fully functional kitchen.