ALUUC Long Range Planning Final Goals – THIS IS NOT A BALLOT

Strategic Vision #1 Inreach to the congregation

1. **Mission Statement:** Review, and rewrite as necessary, to determine if the Mission Statement reflects the current beliefs of the congregation and is brief enough to remember and share with one another and the larger community.

2. **Increase effort to make ALUUC a Truly Welcoming Congregation:** Increase diversity of membership and representation throughout our community, particularly within leadership of ALUUC. Review and update bylaws for inclusion (gender neutral language, sensitivity, etc.) Review church practices and identify and implement changes to be more Welcoming. Host a community workshop on classism within one year, based on [www.uuclassconversations.org](http://www.uuclassconversations.org) and invite nearby UU congregations to participate; fund the effort with registrations and support from ALUUC's budget. (NOTE: The broader definition of a Welcoming Congregation, as approved by the Board in April, 2016, is "We affirm and promote the full participation of persons in all our activities and endeavors without regard to race, religious/non-religious persuasion, color, gender, physical or mental challenge, political persuasion, affectional or sexual orientation, class or national origin.")

3. **Membership Coordinator:** Expand current Membership Coordinator responsibilities and work hours to: 1. Re-integrate members who no longer participate and encourage continued participation for current members and friends, 2. Integrate new members into the ALUUC community, and 3. Identify and grow new leaders to serve the ALUUC community.

4. **Transportation to church:** Evaluate needs and plan transportation to ALUUC for those who need it. This could be through Uber, taxis, providing a driver and van, or organizing volunteers.

Strategic Vision #2 Outreach to the larger community to share our welcoming and accepting beliefs and our pursuit of social justice

5. **Paid advertising:** Create a marketing campaign with paid advertising, using budgeted funds, targeted to the community-at-large to bring our message of acceptance, inclusiveness and support of many spiritual paths to those who need it. The campaign will include evaluation of results that are used to refine future campaigns.

6. **Social Justice Coordinator:** Create a professional position to coordinate social action and social justice programs. The Coordinator will work with adult and youth volunteers to strengthen the engagement of members and friends of the congregation in social justice activities.

7. **EcoCamp:** As part of our social justice and environmental stewardship emphasis within the congregation, recognize EcoCamp as one of ALUUC's signature community projects; allocate a budget line to fully fund camp activities, estimated at $4k/year.

8. **Springfield Community-Wide Children's Choir:** If a Children’s Choir is organized at ALUUC, it will be expanded to the broader Springfield area to offer Children's Choir across different congregations; partner with the Faith Coalition for the Common Good.

9. **Speaker Events:** Create a Public Speakers Program and invite well-known speakers on topics of interest to the wider community and nearby UU congregations with a goal of sharing our values and our commitment to social justice and environmental stewardship.

10. **International Mission:** Expand our mission internationally by renewing contact with our partner church in Transylvania and the UU Partnership Church Council.
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Strategic Vision #3 Personal growth through enrichment programming

11. Lifespan Enrichment Programming / Religious Education: Expand ALUUC's RE program to educate all ages, including regularly scheduled adult enrichment programming such as UUA-based adult curriculum and classes as well as workshops, guest speakers, chalice groups and circles, a writer’s group, an art group, a poetry group, and other small group ministries. Employ a full-time credentialed Director of Religious Education (DRE) for both children and adult enrichment programming, with compensation in accordance with the UUA guidelines.

12. Our Whole Lives (OWL) Lifespan Sexuality Education: Expand OWL as part of the current Religious Education curriculum rotation at all grade levels (with Unitarian Universalism and World Religions), including adult OWL seminars and workshops. Train more OWL facilitators for K-12th grade and adult and purchase additional OWL curriculum.

Strategic Vision #4 Meaningful, life-affirming and life-changing services

13. Increase and enrich our music experience: Develop an expanded choir that sings more frequently. Include more instruments in our current musical performances. Expand songs for Sunday congregational singing. Implement a children’s choir with scheduled rehearsal and performance times coordinated between the Religious Education Committee, the Choir Director and the Program Committee. Expand the responsibilities and work hours of the Music Director.

Strategic Vision #5 Stewardship

14. Facility Cleaning, Setup, Maintenance: Employ a sexton, charged with maintenance of our buildings, to work in conjunction with volunteers to ensure the continued operation and upkeep of the church, including the oversight and coordination of the use of the property by the community.

15. Facility Funding: To ensure maintenance of the existing facility and to continue investment in the original “Field of Dreams” building plan, the annual ALUUC budget beginning July 1, 2017 will include in the Finance section a special “Capital Development” line item equivalent to the amount allocated for mortgage payments scheduled to lapse in January 2018. Increase the annual budget for facilities maintenance, with the amount to be determined by the Finance and Facilities Committees, for large maintenance projects and other needs. This will help us to live more comfortably in our current building.

16. Expand Current Facility: Plan to expand our current facility, including a sanctuary designed to serve 400 people and provide a more contemplative environment appropriate for and dedicated to events, including worship, memorial, wedding, and community services. The plan should be inspired by the original “Field of Dreams” building plan. Utilize our current worship space as a multi-purpose fellowship hall where various activities, including food service, could be held, free of the necessity for volunteers to frequently rearrange the space for Sunday and other services. Additional functionality would include: expanded office space for our increasing staff needs, expanded space dedicated exclusively as RE classroom, storage and meeting room space; a choir practice room to allow the choir to practice uninterrupted as congregation is entering sanctuary for service; and up-to-date A/V technology and computer networking infrastructure.

17. Expand sustainable practices for our facility: Build awareness about the importance of using fewer resources and being responsible and mindful of the choices we make, including implementing energy-saving recommendations from our energy audit, purchasing recycled products and environmentally friendly cleaning products, continuing to develop our prairie with signage and a path for meditation, expanding the solar power array, installing low-flow toilets, researching a small wind generator, and being prepared to replace our aging HVAC system with a more efficient model when the current ones reach the end of their life.