

UUCP Long Range Plan 2015-2020

Approved January 2015

The new plan is divided into five sections of congregational action with the Ministry Teams that are most closely related for collaboration.

Questions about the Long Range Plan Proposal may be directed to current president Rose Jansen and past president Marylee Donnelly.

I. SHARED MINISTRY

Ministry
Lay Leadership and Ministry Teams
Sunday Services and Music

II. GROWING COMMUNITY

Membership
Caring
Fun and Fellowship

III. LEARNING AND TAKING ACTION

Children's Religious Exploration (CRE)
Adult Exploration (AE)
Social Justice

IV. ORGANIZATION AND OUTREACH

Administration
Publicity

V. GOOD STEWARDING

Finance
Building and Grounds
Charitable Trust

Current Mission Statement: The mission of the Unitarian Universalist Church of Pensacola is to be a community which models embracing diversity, living one's beliefs while supporting spiritual and intellectual growth and service.

Spring 2015 – Plan to review current mission statement and craft possible new mission statement for vote at Annual Meeting on May 4.

Companion Documents:

“UUCP Organizational Outline” created from completed Long Range Plan (LRP) 2008-2013

“Compiled Notes of LRP Sessions” which have details of potential action steps

I. SHARED MINISTRY

Ministry

Vision: Maintains a full time settled minister and adequate staff who share responsibility with an active lay ministry of volunteers in fulfilling the congregation’s mission and reaching out to the wider community.

Lay Leadership and Ministry Teams

Vision: To fulfill our mission, we encourage members to participate with the Ministry Teams that provide congregational programs by offering leadership or supporting team activities.

Action:

- All Ministry Teams are to have a leader or co-leaders who understand their team’s purpose.
- Team Leaders work collaboratively within their team, and coordinate with other teams and leadership to fulfill their responsibilities.
- Ministry Team Leaders are recruited by the Leadership Development Committee (formerly Nominating), in coordination with the President and Minister, who help to arrange appropriate orientation for new leaders.
- Ministry Teams will periodically have a council meeting to coordinate activities and enhance leadership skills.
- Two leaders will be sent each year to a regional UU leadership development week.

Sunday Services and Music

Vision: Supports meaningful, engaging Sunday services that include inspiring music and wide-ranging theological views and other topics in an atmosphere of freedom and acceptance.

Action:

- Be flexible with service format and room arrangement.
- Utilize multimedia.
- Expand technologies for sharing beyond the physical space, such as video stream.
- Consider changing joys and sorrows format.
- Diversify music, less traditional music, more contemporary music and lively tempo.
- Maintain an active choir and variety of performance configurations (soloists, instrumentalists, and ensembles).

- Include children and youth in service and service leadership.
- Include the participation and interests of young adults and families.
- Include the arts more frequently – readers theater, dance, etc.
- Experiment with an alternative format evening service.

II. GROWING COMMUNITY

Membership

Vision: Facilitates significant growth by inviting new members into active participation that celebrates multicultural diversity and includes an outreach focus to young families, young adults, persons of diverse backgrounds, and LGBTQ individuals.

Action:

- Increase the number of members and friends from a ‘pastoral’ to ‘program’ church size: 100-150 (members plus friends) to 200-250 (members plus friends), 10% growth in both members and friends in each year over a five year period.
- Create a Hospitality Team to actively welcome guests.
- Actively encourage the entire congregation to meet and greet guests, newcomers and members.
- Promote opportunity for involvement for members and newcomers, including activities of various Ministry Teams.
- Utilize Neighborhood Clusters for the community building.
- Support the community building among congregants by promoting various interest groups and activities within and beyond the congregation.
- Inform congregants of the membership process.

Caring

Vision: Enhances the sense of church community through gestures of active caring, and maintains close consultation and collaboration with the Minister in response to significant life events and transitions.

Action:

- Utilize Neighborhood Clusters to assist with caring-related activities such as transportation, assistance during illness, etc.
- Publicize procedures for relaying pastoral concerns and who to contact with pastoral emergencies.
- Support the emergence of shared interest support groups.
- Design and apply an assessment process to initiate needed improvements.

Fun and Fellowship

Vision: Provides frequent opportunities for enjoyable interaction in a way that celebrates different interests and increases our sense of community.

Action:

- Offer a variety of fellowship opportunities from month to month, including Friday Frolics.
- Promote a rotation of helpers at potlucks and other food events.
- Utilize Neighborhood Clusters for socializing.
- Offer a variety of social gatherings such as: Sunday lunch group after service, daytime and evening gatherings during the week, singles and LGBTQ groups.
- Increase fellowship with neighboring UU congregations and occasional regional events such as family camping at Big Lagoon Park and Chipley, Florida.

III. LEARNING AND TAKING ACTION**Children's Religious Exploration (CRE)**

Vision: Supports comprehensive religious exploration and educational programs for all ages of children and youth.

Action:

- Work to increase and retain families with children.
- Consider feasibility of summer programs, such as a science camp.
- Schedule multi-generational activities in creative ways, such as in nature and with environmental issues, led by both adults and children.
- Consider different scheduling format for children and adult exploration on Sunday mornings.
- Consider offering programs at times other than Sunday morning, such as a teen group meeting on Wednesday or Sunday evening.
- Offer "Our Whole Lives" (OWL) curriculum for youth.

Adult Exploration (AE)

Vision: Offers adult exploration opportunities with a wide range of topics including world religions, philosophy, spirituality, arts and music, book discussion groups, and life transition skills. Coordinate opportunities with social justice issues and efforts.

Action:

- Continue REGroup offerings on Sundays after services.
- Expand adult learning opportunities at times other than Sunday morning.
- Offer annual or bi-annual class on Unitarian Universalism and UU history.
- Become an official UUA LGBTQ "Welcoming Congregation" by completing required curriculum for certification.
- Create online forum (perhaps in two sections: members and guests) for religious discussion, questions to minister, general info sharing and community building.
- Consider offering study groups that are recorded for off-site participation.
- Consider offering webinar opportunities.

Social Justice

Vision: Commits to social justice activities that serve the wider community, and the world at large.

Action:

- Sponsor educational opportunities to educate the congregation on issues.
- Promote participation in activities and hands-on opportunities for action on current issues.
- Collaborate with Sunday Services and religious exploration (CRE and AE) programming to promote involvement in current issues.
- Support the children and youth religious exploration activities related to social justice.
- Provide a UUCP booth presence at social justice events to show our support and publicize UUCP.
- Invite other ministry teams to be represented at off-site booths with staffing and materials on current team activities.
- Have a presence showing pride in our UU identity at social justice events.

IV. ORGANIZATION AND OUTREACH

Administration

Vision: Maintains active internal and external communications to increase connectedness among our members and friends, and coordinates the appropriate use of the facilities.

Action:

- Make the church calendar available online for open communication of events and to assist with scheduling.
- Expand communications by using all available media and modalities as available and appropriate.
- Utilize an Admin Team with members from board, staff, and Building and Grounds.
- Publicize need for collaboration on logistical problem solving.
- Encourage rental of facility.
- Encourage members to invite groups they are involved with to use our facility.
- Increase use of building as community event venue.
- Work towards hiring a full time office administrator and a full time custodian.

Publicity

Vision: Promotes the visibility of the congregation and its activities to the larger community.

Action:

- Utilize materials and merchandise to promote UUCP visibility.
- Create a publicity budget to reach community, including UWF, PSC, and military.
- Place UU materials at welcome centers, newcomers groups, and transportation centers.
- Provide materials to include business card size material with ‘elevator speech’.
- Create T-shirt logo to be proudly worn by members and friends.
- Use technology such as email, website, Facebook and other social media outlets to target potential UUs.
- Monitor calendar to ensure open communication of events.
- Write procedures for participating in community festivals.
- Use “Standing on the Side of Love” banner at off-site events.

V. GOOD STEWARDING

Finance

Vision: Cultivates a creative, prudent and generous attitude toward financial management that fully supports its ministry and operational budget through annual financial commitments/pledges and offerings.

Action:

- Encourage year round stewardship of time, talent, and treasure.
- Explore funding sources beyond the congregation.
- Reduce number of fund raising projects.
- Partner with nonprofit organizations that offer services consistent with our values.
- Consider designating a portion (i.e. 5 -10%) of funds generated from fundraising events for local social justice organizations.
- Work to reduce relying on Charitable Trust to meet the gap between pledge income and needs.

Building and Grounds

Vision: Maintains and improves facilities to create an aesthetic and functional environment using earth friendly products and practices.

Action:

- Develop yearly schedule for maintenance with flexibility.
- Review recycling program annually, with realistic participation and manageable objectives.
- Maintain our curb appeal and clear direction for building access (i.e. re-stripe parking lot).
- Consider establishing a vegetable garden and/or fruit trees as space and interest permits.
- Work towards hiring a full time custodian.

- Consider enhancing the sanctuary with UU identity (i.e. flaming chalice, projecting principles onto a screen, the sign: “It’s a great day to be a Unitarian Universalist!) and natural elements to increase the feeling of warmth.
- Establish Capital Funds to accomplish the following:
 - Improve roadside sign for visibility both on Pensacola Blvd and Palafox entrance, or install new signage.
 - Renovate bathrooms including handicapped access.
 - Continue
 - exploration of improving kitchen with redesign for meal preparation and area(s) for fellowship. Upgrade to code.
 - Consider prominently displaying UU Principles in the church.
 - Consider installing sound throughout the building.
 - Consider installing an outdoor chalice sculpture with flame.