

# First Unitarian-Universalist Church of Detroit

## 2017 Strategic Plan

### Notes for 2017 Plan

- *Responsibility* – the assigned person can and should include others in process. This might be a task force, an individual(s), other standing committees, the Board President and/or the Board. The responsible person needs to make it happen, not do it themselves.
- The Plan is our *focus/priority* for the year – the Church through committees and individuals will do many other things during the year that are not included in the plan, the plan provides our focus for the upcoming year but does not include all activities of the church.
- *The Plan can be changed* – the future is unknown, our Plan may need to be changed to adapt to a changing environment. The important thing is for everyone to communicate when changes are required.
- *The Expected Completion Date* – this date indicates the time frame that an action step needs to be completed. It is not a start date. We can celebrate if the action is completed early.

**Vision:** UU Detroit is an urban center in Detroit for spiritual renewal and social justice.

**Mission:** UU Detroit strives to be an expanding transformative community whose mission is to liberate truth, radiate kindness and love courageously.

	Goal, Strategic Objective & Action Plan	Responsibility	Expected Completion (all dates 2017)	Quarterly Progress (Completed, Good, Slow, Just Starting, Not achievable)				Comments
				1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	
<b>GOAL 1</b>	<b>GOAL 1: Increase involvement and deepen the sense of belonging of the present membership by providing at least two new social activities (which will indirectly assist with membership retention and increased financial stability)</b>							
	<b>OBJECTIVES AND ACTION STEPS</b>							
	<b>1.1 Create an ad hoc Special Activities Committee</b>							
	a) Appoint 1 member of the Board to be responsible to identify a 2-3 three person <i>ad hoc</i> Special Activities Committee	Board President	Jan 15					
	b) As activities are implemented, the <i>ad hoc</i> committee will merge into a regular committee		Sep15					
	<b>1.2 Ad hoc Special Activities Committee creates 2 Special Activities Programs (SAP)</b>							
	a) Schedule a <u>Congregational Conversation</u> to gather ideas for activities; work with the Leadership and Social Justice committees to develop and implement – see §§ 2.2.d and 3.1.b	Activities Committee; Leadership Committee; Social Justice Committee	Apr 30					
	b) Compile Congregational Conversation results	Activities; Leadership; SJ	May 15					
	c) Create 1 Special Activities Program (SAP)	Activities Committee	Jun 30					
	d) Create 2 <sup>nd</sup> SAP	Activities Committee	Oct 31					

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				1st	2nd	3rd	4th	
	e) Based on Congregational Conversation results, plan regular activities that are ongoing and establish their own momentum, <i>i.e.</i> , (i) Include church member participation (ii) Include church visitor participation (iii) Include friends of church members participation (iv) Should be FUN (v) Will be outside regular services (vi) Will be outside Sunday AM (vii) Worship oriented or not (viii) Regular schedule, <i>i.e.</i> , recurring	Activities Committee	Dec 30					
<b>GOAL 2</b>	<b>GOAL 2: Create a UU Detroit Leadership Development Program</b>							
	<b>OBJECTIVES AND ACTION STEPS</b>							
	<b>2.1 Board creates 3-member <i>ad hoc</i> Leadership Committee</b>							
	a) Board President sends an email to Board members suggesting potential <i>ad hoc</i> members	Board President	Jan 5					
	b) Board selects <i>ad hoc</i> committee	Board	Jan 12					
	c) Board President convenes committee	Board President	Jan 15					
	<b>2.2 Have at least 5 new leaders in place</b>							
	a) Discuss with the Nominating Committee potential collaboration in developing new leadership	Leadership Committee; Nominating Committee	Feb 15					
	b) Work with the Membership Committee to secure New Member Skills/Interest surveys as a potential source of new leadership, including (i) Edit the current survey and/or create a shorter survey (ii) Ask all current members to complete the shorter Member Skills/Interest survey to reach current members who may be potential leaders; perhaps at the Congregational Conversation (iii) Make this an on-going process so Leadership Committee has access to all Member Skills/Interest surveys	Leadership Committee	Mar 1					
	c) Define "new" leaders	Leadership Committee	Mar 15					

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	d) Schedule a <u>Congregational Conversation</u> to provide an update of members' interests/skills/time work with Special Activities and Social Justice committees to develop and implement – see §§ 1.2.a and 3.1.b	Activities Committee; Leadership Committee; Social Justice Committee	Apr 30					
	e) Compile Congregational Conversation results	Activities; Leadership; SJ	May 15					
	f) Develop a leadership program, which may include (i) Identify leadership need (ii) Identify potential leaders (iii) Recruit potential leaders (iv) Hold leadership orientation (v) Assign mentors (vi) Create training using UUA and other resources (vii) Create training using other resources as needed	Leadership Committee	May 30					
	g) Review all surveys, identify potential leaders, and make a personal phone call to discuss leadership interests	Leadership Committee	Jun 30					
	h) Offer a quarterly leadership discussion on Sundays after the worship service	Leadership Committee	July 31					
	i) Have 5 new leaders in place		Dec 1					
<b>GOAL 3</b>	<b>GOAL 3: Create a viable Social Justice Structure built on the Seven Principles to sustain our beliefs, outreach efforts, and activities</b>							
	<b>OBJECTIVES AND ACTION STEPS</b>							
	<b>3.1 Determine how the Congregation would like to be involved in social justice education, action, and other interests</b>							
		a) Appoint a Social Justice Committee Chair who will determine which current members wish to continue to serve and also recruit new persons to serve on Social Justice	Board President	Jan 31				

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b) Schedule a <u>Congregational Conversation</u> to engage members, generate ideas, and gather support to move social justice forward in our church; work with Special Activities and Leadership committees to develop and implement – see §§ 1.2.a and 2.2.d (i) Rev Murray and his sermon on <i>social justice system change vs. charity</i> could be used as a starting point (ii) Rev. Murray should be asked to be part of creating the Congregational Conversation	Activities Committee; Leadership Committee; Social Justice Committee	Apr 30					
c) Compile Congregational Conversation results	Activities; Leadership; SJ	May 15					
d) Using results of Congregational Conversation, define and publish how the Congregation wants social justice to be part of our activities	Social Justice Committee	Jun 15					
<b>3.2 Create and implement a Social Justice Program Plan which supports social justice education and activities</b>							
a) Identify and promote social justice involvement of current members; consider presentations from the pulpit, educational information in the newsletter, a social justice discussion table during social hour and other options	Social Justice Committee	Jul 1					
b) Determine and recommend to the Board UU Detroit's social justice focus area(s) over the next year(s); this should include if <i>system change and/or charity work</i> activities should be the priority (i) Outline specific activities which support the focus area(s) (ii) Determine the number of focus areas	Social Justice Committee	Aug 1					
c) Implement and execute selected focus areas	Social Justice Committee	Sep 30					