

Summary of Progress Strategic Plan FY2015 – FY2019

The Strategic Planning Committee is a Standing Committee of the Board that is tasked with monitoring the current Strategic Plan and creating a new plan each fiscal year. The Strategic Planning Committee collects information from the Executive Team and various lay leaders of the church to evaluate the progress toward the Strategic Plan and reports back to the Board quarterly.

The Annual Vision of Ministry

The Board chooses three strategies from the Strategic Plan to be the main priorities each year. This “short list” called the Annual Vision of Ministry (AVM) becomes the specific focus for the Executive Team for that fiscal year.

Despite all the changes made with hiring a new minister and not having an assistant minister, the strategies of the AVM have proven to be quite successful and it seems we are moving in the direction of inspiring worship and educational programming, shared ministry, and more volunteer involvement from members. (See the Second Quarter Monitoring Report for more details.)

Strategies Beyond the Annual Vision of Ministry

Based on the second quarter monitoring report, there is a mixed amount of progress towards the strategies not included in the AVM. Although we have improved systems around welcoming and retaining members and we have a strong connection with the larger UU community, growth continues to be a struggle. We have not prioritized financial or volunteer resources towards outreach and marketing, including web-based initiatives. We continue to have some members very engaged in community action and social justice, yet these efforts still seem fragmented rather than unified and we have not developed an initiative for the whole congregation. Most of the capital campaign income has been spent to improve the building, but the condition of the building will continue to be a strain on the annual budget. (See the Second Quarter Monitoring Report for more details.)

Explanation of Changes to Plan for FY2016 – FY2020

The Strategic Planning Committee decided with the new energy and appreciation of our Mission that the Strategic Plan should be more Mission focused. As such, we have re-imagined the plan so that it is more consistent with our Mission. We have also re-organized the plan to provide a one-page simplified version of the Goals and the Strategies. This is then followed by a more detailed explanation of each strategy that includes ideas about tactics that could be used to implement the strategies. In this plan, we continue to focus our attention on spiritual growth, numeric growth, connecting with the larger UU community, and fighting for justice in the community. We have built into the plan more of a focus on participation, congregational health, and maintaining and planning for the future of our building.

First Unitarian Church of Wilmington
Re-Imagined Draft Strategic Plan for FY 2016 - 2020

Goal 1: Nourish Minds and Spirits

- ❖ *Strategy A:* Provide exciting, inspirational, and dynamic worship for all ages.
- ❖ *Strategy B:* Provide engaging religious education experiences for all ages.

Goal 2: Grow and Strengthen the Beloved Community

- ❖ *Strategy C:* Strengthen outreach efforts to attract visitors to Sunday worship and special events.
- ❖ *Strategy D:* Be intentionally welcoming to newcomers in all we do.
- ❖ *Strategy E:* Continue efforts to improve member retention.
- ❖ *Strategy F:* Promote a culture of participation, engagement, and volunteerism.
- ❖ *Strategy G:* Revise and renew our covenant with each other.
- ❖ *Strategy H:* Strengthen interaction with the larger UU community to enrich our UU identity, share resources, and participate in growing the denomination.

Goal 3: Fight Injustice & Transform the World

- ❖ *Strategy I:* Promote participation and engagement in community action and social justice activities.
- ❖ *Strategy J:* Collaborate with the larger UU Community on community action and social justice activities.

GOAL 4: Ensure Sustainable Facilities to Support Our Mission

- ❖ *Strategy K:* Make high priority repairs.
- ❖ *Strategy L:* Fund reserves in the operating budget to continue building maintenance.
- ❖ *Strategy M:* Create a vision for mission-focused facilities and land usage.