

OLYMPIA UNITARIAN UNIVERSALIST CONGREGATION

2007 GOALS

**Developed by
The OUUC Leadership Team**

May 6, 2006

Activities and Actions

Five year goal for Activities and Actions:

Expand OUUC presence in the larger community to better articulate and demonstrate UU principles and to enlarge and diversify our membership.

2007 Congregational Goals for Activities and Actions

- 1) Enlarge and diversify our membership
 - Define OUUC's intentions as they relate to increased diversity
 - Provide a welcoming and inviting environment for newcomers Integrate new friends and members by encouraging active involvement in our community
 - Articulate our expectations of service and action to new members of OUUC
 - Better integrate affiliated groups

- 2) Raise awareness of our liberal religious community
 - Use our presence in the state capitol to voice our progressive values
 - Publicize ourselves and our messages through multiple media
 - Make our ministry available to people outside of our doors
 - Provide effective service to underserved communities

- 3) Ensure that the work of the congregation is aligned with our seven principles
 - Deepen our understanding of class distinction
 - Welcome, provide niches for multiple religious backgrounds
 - Evaluate the major decisions and commitments of OUUC using our seven principles as a guide

Funding

Five year goal for Funding:

Our operating budget of \$350,000 to \$375,000 adequately funds an expanded staff and programming, and a substantial capital campaign is underway to accommodate space needs.

2007 Congregational Goals for Funding

- 1) Maintain our commitment to Annual and Capital stewardship
 - Achieve a 2008 budget that fully funds congregational needs and opportunities
 - Build our endowment as an opportunity to sustain a legacy

- 2) Improve the congregation's understanding that giving is both personally responsible and spiritually fulfilling
 - Evolve congregational appreciation of the spiritual nature of giving
 - Promote our identity as a community of generous people
 - Increase sense of personal responsibility for financial well being of OUUC

- 3) Use our financial resources to advance our shared values responsibly
 - Increase support for share the plate
 - Support the ideals of green sanctuary
 - Follow basic fiscal responsibility
 - Examine expenditures, avoid consumerism
 - Promote fairness and equity

Space

Five year goal:

Within five years, we have a design for facilities to accommodate expanded activities and staff, and expanded membership. The design should include the potential to accommodate 500.

2007 Congregational Goals for Space

- 1) Implement interim solutions to address transitional space needs
 - Balance construction and maintenance of current building and membership

- 2) Implement congregational plan for our facility and its funding
 - Educate and engage congregation in envisioning our new space with priorities and commitment to make it happen.
 - Provide for space that accommodates UU's – identified and yet to be identified
 - Ensure our space serves our staff, congregation, and community
 - Visible home for families seeking liberal religious community

- 3) Manage the use of our space to advance our seven principles
 - Minimize our planet footprint
 - Provide a visible, welcoming, liberal religious home
 - Care responsibly for our structure and grounds

Staffing

Five year goal:

Assure adequate staffing while providing fair compensation.

2007 Congregational Goals for Staffing

- 1) Provide staffing appropriate to the programmatic needs of the OUUC and larger communities
- 2) Sustain and support staff and volunteers fully
 - Staff the volunteer coordinator position
 - Continue progress towards fair staff compensation
 - Support staff development (training, sabbaticals)
- 3) Be a teaching congregation so that we develop and grow the UU ministry

Sustaining

Five year goal:

Sustain and improve the ways we maintain the well being of our congregation.

Congregational Goals for Sustaining

- 1) Bring a spiritual dimension to meetings and activities
- 2) Create a culture of care, compassion, and friendship
 - Provide fun social opportunities
 - Increase the visibility of our outreach programs
 - Welcome new members with 'starter pack' which explains how we do what we do
- 3) Improve effectiveness of the organizational structure of the OUUC community
 - Establish guidelines for organizational roles, including succession planning, mentoring and training
 - Increase visibility of the organizational structure of OUUC so people know how to engage in the community
 - Address needs of committees by growing leaders and volunteers
- 4) Foster congregational and personal relationships with UUA and PNWD