

UUCY Long Range Plan | 2015

Recall how the Board operates in the future while the Program Council handles the day-to-day? The Board will consider three broad responsibilities at every future Board Meeting:

1. **Visioning**—what must we pay attention to that will assure that our sacred purpose continues to be met?
2. **Monitoring**—what major initiatives are in play in the congregation (i.e. major elements of the UUCY Development Plan managed by the Program Council), how are those initiatives doing, and to what extent are they contributing to our sacred purpose?
3. **Discovery**—listening well and deeply to congregants, committees, and leaders to assure that our sacred purpose is clear, that our direction meets our vision, and our congregational covenant serves us well.

During the December Meeting, the Board deliberated a wide range of important topics that might deserve Board time and attention. Here are the results of their visioning discernment—initiatives that will have both a large impact on and great likelihood of occurring.

Long Range Plan

Create conditions and initiatives that make possible our sacred purpose:

1. **Revenue.** Prevent consecutive years of deficit budgeting; i.e. address our revenue problem
2. **Credo.** Reveal and identify *what we set our heart to* as a congregation—one statement of identity, purpose, mission, and vision
3. **Religious Education.** Hire a professional, lifespan religious educator for 2015
4. **Ministry.** Reveal and identify our changing expectation of ministers and ministry
5. **Volunteerism.** Make it easier for members/friends with over-scheduled lives to commit to leadership and volunteer opportunities
6. **Family.**
 - a. Better align our programs with today's family structures
 - b. Support the needs of and adapt to Millennial and Gen X generation families
 - c. Create programming that responds to families with overburdened schedules and extra curricular activities
7. **Membership.** Retrieve and retain membership
8. **Generosity.** Create a UUCY culture of generosity and gratitude—both of time (volunteer engagement), treasure (stewardship), and community outreach (social justice)
9. **Community.** Create a UUCY culture of community over individualism and one of intimacy in a large church setting
10. **Abundance.** Leverage our beautiful campus, support for our new covenant, and our musical programs in every way possible to achieve our sacred purpose

“Parking Lot” Issues

Abundance

- Humor
- Passion; each other; individual beliefs; faith; social justice principles
- Energy
- Strong lay leadership
- JPD/UUA; other UU congregational resources

Scarcity

- Culture of scarcity
- Trust and relationship; owning the covenant; following the covenant
- Clear Ministerial expectations; unfulfilled expectations; consensus on ministerial tenure
- Ability to retain members for a long time
- False sense of financial security (the endowment)
- Commitment to UUCY community

Openings

- Social Justice—economic inequities
- Social Justice—immigrant; homeless; school
- Social Justice for children—fostering immigrant sanctuary
- Society is starting to reflect some core UU values
- How might our programming respond to the increasing number of un-churched seeking our congregation?
- What might our programming look like/respond to the sharp decline in people willing to volunteer?

Omens

- Our transient and mobile society
- Our acculturation toward complexity, customization, and consumerism; our over-booked lives
- Problem with young families not feeling welcome at UUCY
- How will we respond to the growing proportion of “spiritual-but-not-religious”—particularly the Millennial generation
- Trend toward individual spiritual pursuit rather than collective worship
- Lack of civility in our culture—we need civility to meet our mission