

The Strategic Plan was developed in 2018. A group of 9 people helped create this plan that would: practice covenant, invest in congregational vitality, nurture the hopes and serve the needs of our community and world. The Vision of the Plan was: **Vision:** By 2023 we will be an inclusive, cohesive, participatory and resilient congregation where we cultivate strong, covenantal relationships, live from plentitude and are inspired to reach out to the world.

Oversight, Periodic Review, and Update

The 2018 Strategic Plan is a living document. The Plan can and should be reviewed, refined, and improved with policies and/or procedures for modifications,

The Board and Team Council will be responsible for oversight, review, and update of the Strategic Plan for Year One and periodic reports to the congregation.

In Years Two and beyond, the Team Council will monitor progress, make recommendations, and provide periodic reports to the board and congregation.

The goals, strategies, and suggestions in this document are largely team/committee-based and their implementation will mostly come from and be accomplished by the teams/committees.

What the Board and Team Council did in 2023

- Developed a 4 phase Strategic Plan Updating Procedure
- Developed a position called the Strategic Plan Coordinator to help track goal progress
- Established with Team Council what goals had been achieved, what still needed to be worked on and what did not seem probable to achieve at this time or with the connected team.
- Focused on 4 Goals from Strategic Plan that teams would work on and provide monthly report for January – May. Those 4 goals were:
 - "Nurture Hopes and Serve Needs: Social Justice for a Program Congregation"
 - "Nurture the hopes and serve the needs of our community and world through Membership and Fellowship Teams for a Program Congregation"
 - "Leadership and Governance: "Foster Leadership Development"
 - "Staffing/Personnel: Become an "Employer of Choice".
- Outcome - showed the many and various ways different teams are providing the congregation with social justice actions, increasing sense of membership and fellowship, working on leadership development and being an employer of choice.
- Developed and streamlined reporting process of team progress to the Board and Team Council.
- Started process of developing an Organizational Flow Chart

Next Steps

- Review Goals with proposed updated Vision and Mission statements and modify goals as needed for 2023-2024

- Create 1-page visual of Vision/Mission to give to Teams to remind of focus on Goals.
- Create an Organization chart/representation of Teams/Ministries/Administration of UUCS to assist in understanding and promoting connection of Strategic Plan and Goals in relation to functioning of the UUCS community. (this is being worked on by other Board members)
- Repeat analysis of UUCS Strategic Plan in 2028 (5 years' time).