



RIVER OF LOVE, ROAD TO JUSTICE
Discovering our power as a religious community
The 2006-2011 Strategic Plan
Executive Summary

Our Vision

To Live and Share our Values

- ❖ Reach Out
- ❖ Grow
- ❖ Unite
- ❖ Nurture

EXECUTIVE SUMMARY: The RRUC Strategic Plan 2006-2011

Our vision for 2006-2011: RRUC empowers us to live our UU values individually and collectively

By 2011 we want to be able to say of RRUC --

- **We are fully engaged in reaching out to the wider community to show the world the ennobling spiritual values and goals that we have to offer and to make a difference through social action.**
- **As an actively growing religious community, we joyfully unite in nourishing the spirit, articulating and strengthening our values, and welcoming members and friends within a culture of caring and appreciation.**

We have identified four goals for the RRUC community for the next five years. They are:

1. Reach out to the wider community. To achieve this goal we will:

- a. Establish an annual all-church social justice project.
- b. Develop a program of community outreach to publicize our wonderful worship, RE, music, and other programs.
- c. Expand and improve the RRUC website.
- d. Sponsor programs that attract people with diverse ideas and viewpoints.

2. Grow our membership. To achieve this goal we will:

- a. Expand the Membership Coordinator function to include volunteer coordination.
- b. Increase membership of RRUC to 800 members.
- c. Increase young adult programming including experimenting with different types of worship and different times of worship.
- d. Experiment with new programming that will be possible with our new facility addition.

3. Unite in the spirit of fun and a culture of caring. To achieve this goal we will:

- a. Have fun and connect with each other, intergenerationally:
 - Provide a catered lunch on Sundays after services to provide an opportunity for intergenerational socializing.
 - Continue intergenerational worship, music, and RE projects that appeal to all ages.
 - Address the unique needs of our elders keeping them actively connected to RRUC.
- b. Nourish a culture of caring:
 - Offer training on how to nourish a culture of caring and do teambuilding while conducting the work of the congregation.
 - Continue the outstanding pastoral care work being done by the Pastoral Care Team.

- c. Work toward unity of purpose and identity:
 - Reevaluate our name for the future.
 - Improve communication to our members.
 - Review/develop governance structures for RRUC.

4. Nurture spiritual growth. To achieve this goal we will:

- a. Increase the number of covenant groups and other small groups.
- b. Begin the process for establishing a dedicated "sacred space" for spiritual reflection.
- c. Establish a Memorial Wall and/or memorial spaces.

Getting there: The resource plan for 2006-2011

Programming initiatives. Most of the initiatives listed in this plan will depend on the volunteer services of our members and friends.

GOALS and OBJECTIVES	RESPONSIBILITY	WHERE WE ARE TODAY	2006/07	2007/08	2008/09	2009/10	2010/11
Reach out							
Annual all-church SJ project	New SJ Task Force --Board chartered	Numerous SJ projects; some are intergenerational	1 st project	→	→	→	→
Community outreach/Public Relations	PR Committee -- Board chartered	Charter has been written	Develop plan	\$2,500	Add \$1,000		
Expand RRUC website	PR Committee/volunteer	One volunteer webmaster and 1-2 hours/wk of staff time	Develop/ implement plan	→	→	→	→
Provocative programs	Ministers	None that draw many people from outside		Begin	→	→	→
Grow							
Membership -- office help	Board/volunteer	Occasional	Find volunteer	→	→	→	→
Increase membership	Membership Committee	665 members; need 27 new members/yr.	Increasing	→	→	→	800 members
Young adult programming	Worship, RE, music, all	Young adult intern	Continue	→	Expand	→	→
Experiment with new programming	Ministers, staff, lay leaders	Planning for using our new addition		Add new RE classrooms	Evaluate Sun schedule	Establish schedule	
Unite							
Intergenerational programs	Board/Ministers	Many programs that include multi-age groups	→	→	→	→	→

Catered lunches	Board/Ministers	Youth group provides lunch once a month	Winter 07	→	→	→	→
Culture of caring and teambuilding training	L&N Committee	None	Set up	→	→	→	→
Evaluate our name	Board Committee	Committee being formed	June 07				
Internal communication	Board Committee	Sunday Bulletin, once a month Newsletter	Develop plan	Implement plan			
Governance structures	Board	Behind other large churches	Develop plan	Implement plan			
Nurture							
Increase small groups	Ministers	Five covenant groups and numerous other groups	Add 1 group each year	→	→	→	→
Sacred space	Ministers	No dedicated space			Explore		
Memorial wall	Memorial Wall Comm.	Charter written and working committee	Planning	Implement			
\$ Above Current Budget			\$0	\$2,500	\$3,500	\$3,500	\$3,500

Staffing plan. Completion of the new building and the renovation and maintenance of the old building will take priority in the budget. Once the new building is completed we can expect additional income from rentals, but we will need to increase the time of our current staff to maintain our aging physical plant and handle the increased rentals and RRUC activity. As we increase in congregational size and activity level, staffing will need to grow accordingly.

POSITION	CURRENT TIME	2006/07	2007/08	2008/09	2009/10	2010/11
From Operating Budget						
\$ Above Current Budget	(See complete Strategic Plan for detail)	\$10,100	\$40,253	\$51,518	\$60,203	\$92,164
From Other Funds						
Ministerial Intern	50%	\$8,700	→	→	→	→

Building costs. Estimated annualized cost for maintaining our award-winning building.

PURPOSE	ITEM	2006/07	2007/08	2008/09	2009/10	2010/11
\$ Above Current Budget	Various - see complete Strategic Plan	\$33,300	\$33,300	\$33,300	\$33,300	\$33,300