



Mission Statement

Valley Unitarian Universalist Church is a welcoming community that honors diversity in all of its forms. We strive for social justice and environmental responsibility, nurture each person's life-long spiritual journey, and create a place of peace and celebration as we encounter the mystery of life.

Goals

- I. Continue the emphasis on inspirational worship and music programs.
- II. Continue to develop quality life span religious education and support for families.
- III. Promote social justice and environmental responsibility.
- IV. Provide opportunities for spiritual growth in a community of peace and celebration.
- V. Develop programs to integrate new members and keep a sense of community within the congregation.
- VI. Develop a plan of outreach that will make known the good news of Unitarian Universalism and welcome all who would share in our religious community.

The result of realizing these goals will be a larger, more vibrant congregation. To achieve the goals, VUU will need to increase staff levels and improve organizational structure so the program goals can continue to be met as the congregation grows.

No attempt has been made to prioritize either the goals or the objectives; the numbers have been assigned for ease of identification and cross reference.

**Valley Unitarian Universalist Church
Five Year Strategic Plan - July 1, 2006 to June 30, 2011
Year by Year Objectives to Meet Goals**

?áThis symbol denotes that the item will affect that year's budget.

7/1/05 – 6/30/06	7/1/06 - 6/30/07	7/1/07 - 6/30/08	7/1/08 - 6/30/09	7/1/09 - 6/30/10	7/1/10 - 6/30/11
<p>4.1 Integrate w/UUCP, ASU campus ministry</p> <p>4.2 Provide Leadership training</p> <p>4.3 Finalize Social Action Campaign in the community</p> <p>4.4 Sponsor Music Outreach Campaign in community</p> <p>4.5 Develop team to analyze future building and property needs ¹</p> <p>4.6 Gather information and recommendations for sabbaticals for the Music Director and Director of Life Span Religious Education</p> <p>4.7 Update Personnel Procedures.</p> <p>4.9 Hire part time Maintenance Technician ?á</p>	<p>5.1 Increase membership to 300 pledge units</p> <p>5.2 Institute Associate minister search and call Associate Minister for ¼ time position ?á</p> <p>5.3 Finalize Lifespan RE program</p> <p>5.4 Finalize Community Music Outreach program</p> <p>5.5 Finalize Lay Leadership training program</p> <p>5.6 Establish a task force to research and apply for grant and other alternative funding.</p> <p>5.7 Increase Director of Lifespan Religious Education salary to be more in-line with UUA guidelines, along with the need to obtain private health insurance ?á</p>	<p>6.1 Increase Director of Music Ministries staffing level from ¾ to full time ?á</p> <p>6.2 Increase Administrative Assistant staffing levels from ½ time to full time ⁸ ?á</p> <p>6.5 Increase staffing level of Associate Minister from ¼ time to ½ time ?á</p> <p>6.6 Bring all staff members salaries to be in accordance with UUA guidelines based on size of church and years of experience ?á</p> <p>6.7 Hire ½ time Program Coordinator ?á</p> <p>6.8 Increase staffing level of Music Accompanist from 1/5th time to 1/4th time ?á</p>	<p>7.1 Increase membership to 350 pledge units</p> <p>7.2 Recovenant congregation and Senior Minister after Senior Minister's sabbatical</p> <p>7.3 Plan and initiate becoming a teaching church with a yearly Intern Minister ¹⁰</p> <p>7.4 Increase Associate Minister staffing from ½ time to full time ?á</p> <p>7.5 Initiate an Inter-Faith program with other religions and denominations</p> <p>7.6 Move from Executive to Executive Team model of Policy governance</p> <p>7.7 Start planning and looking into funding sources for a Social/Meeting</p>	<p>8.1 Formalize an Inter-Faith program</p> <p>8.2 Become a full teaching church by bringing in our first Intern Minister ¹⁰ ?á</p> <p>8.3 Begin construction of a Social/Meeting Building ¹¹ ?á</p> <p>8.4 Increase Program Coordinator staffing from ½ to full time ?á</p>	<p>8.1 Increase membership to 450 pledge units</p> <p>8.2 Purchase a church van or bus (UU Mobile) ?á</p> <p>8.3 Build a Meditation Garden ¹²?á</p> <p>8.4 Develop a Community Center for Music Outreach Program ¹³</p> <p>8.5 Move Music Accompanist from ¼ time to half time ?á</p> <p>8.6 Start funding a Campus Ministry for local universities and colleges ?á</p> <p>8.7 Hire a new ½ time Religious Education employee or intern ?á</p> <p>8.8 Develop a task force to look at opportunities for seeding a new church</p>

<p>Technician ?á</p> <p>4.10 Finalize development and expand Worship Associate program</p> <p>4.11 Board to initiate yearly review of it's effectiveness and issue recommendations for the coming year's Board</p> <p>4.12 Initiate Lifespan Religious Education program</p> <p>4.13 Initiate planning for Senior Minister sabbatical in 2007-2008</p> <p>4.14 Inaugurate annual community fundraising and awareness event ²</p> <p>4.15 Refinance property loan</p> <p>4.16 Officially enact Policy Governance that was prepared by the previous Board</p> <p>4.17 Define membership, as it relates to by-laws,</p>	<p>health insurance ?á</p> <p>5.8 Create a Member Mentoring and Member Caring program ³</p> <p>5.9 Establish a P/R (Public Relations) task force with an initial budget amount to seed the program ⁴ ?á</p> <p>5.10 Plan for the Senior Minister's sabbatical in the 2007-2008 year</p> <p>5.11 Covenant between the Director of Lifespan Religious Education and the congregation ⁵</p> <p>5.12 Create and install a free-standing sign for the church ?á</p> <p>5.13 Increase Piano Accompanist position from 1/8th to 1/5th time ?á</p> <p>5.14 Create a Memorial Garden ⁶</p> <p>5.15 Participate in UUA youth survey and study ⁷</p>	<p>6.9 Restructuring of the Youth Program, based on input from the denominational study results</p> <p>7.0 Build a Wayside Community Pulpit ⁹ ?á</p>	<p>Social/Meeting building ¹¹</p>		<p>in the far east valley</p>
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<p>policies, and procedures</p> <p>4.18 Draft and vote on By-Law changes to better align with Policy Governance and to help define membership</p> <p>4.19 Upgrade and repair air conditioning system. ?á</p>	<p>5.16 Finalize bylaws changes to bring to full policy governance</p> <p>5.17 Offer more expanded benefits for staff (possibilities include medical, dental, etc.) ?á</p>				
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Footnotes

- 1 This will also involve recommendations for the user of any possible proceeds from the refinancing.
- 2 This involves the Baked Goods and Arts & Crafts fair that happens in December. It may or may not be expanded to other events. It is now a yearly event.
- 3 Briefly, this program would assign a mentor to new members to help them become fully integrated within the congregation. It would also develop ways for existing members to minister to each other on a more personal level.
- 4 This would initially be a small budget item, with the task force looking at possible methods of P/R, avenues of free P/R, and the building of contacts. While the Wired UU group will still maintain the task of creating and updating the website, this group would advise Wired UU on its content, look-and-feel, and artistic elements.
- 5 This is a year long process very similar to the covenant a church makes with a new minister, and will include an official installation service.
- 6 Plans have already been created and presented to the Board. The Memorial Garden will exist in the RE courtyard. Full details are currently being developed.
- 7 The UUA will conduct a survey of youth this year, and are asking congregations to have meetings with youth and adults concerning youth programming. They are defining youth as high school aged. Results of this effort may be used to restructure youth programs at a denominational and congregational level.
- 8 This may comprise one full time person, or two part time people.
- 9 A wayside pulpit is a structure/sign for display inspirational quotes to the community as they drive by your church. It can be an excellent service for members, the community, and a great outreach tool. For more information, go to the following link:
<http://www.uua.org/worshipweb/wayside>
- 10 The UUA often subsidizes the salaries of Intern Ministers, so we would only be responsible for part of their salary. We would then have a new Intern Minister every year, and be known in the denomination as a teaching church.
- 11 This building would have many uses, including but not limited to, receptions, meals, meetings, social events, fundraising events, community rental that would generate income, music events, etc.
- 12 This would be a quite area with perhaps benches or plants that would be a quite area for contemplation and mediation. Depending on space availability, it might also include a labyrinth.
- 13 This program would involve music events and programs that involve both the VUU and surrounding community. The new Social/Meeting building could be a hub for this.

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Full-time Sr. Minister	Full-time Sr. Minister	Full-time Sr. Minister	Full-time Sr. Minister	Full-time Sr. Minister	Full-time Sr. Minister
Music Director (0.75)	Music Director (0.75)	Music Director	Music Director	Music Director	Music Director
RE Director	RE Director	RE Director	RE Director	RE Director	RE Director
Accompanist (0.125)	Accompanist (0.20)	Accompanist (0.25)	Accompanist (0.25)	Accompanist (0.25)	Accompanist (0.50)
Administrator	Administrator	Administrator	Administrator	Administrator	Administrator
Admin Asst (0.50)	Admin Asst (0.50)	Admin Asst	Admin Asst	Admin Asst	Admin Asst
Bookkeeper (0.50)	Bookkeeper (0.50)	Bookkeeper (0.50)	Bookkeeper (0.50)	Bookkeeper (0.50)	Bookkeeper (0.50)
Maint Tech (contract)	Maint Tech (contract)	Maint Tech (contract)	Maint Tech (contract)	Maint Tech (contract)	Maint Tech (contract)
	Associate Minister (.25)	Associate Minister (.50)	Associate Minister	Associate Minister	Associate Minister
				Intern Minister	Intern Minister
					RE Employee/Intern (.50)