

Results from the Church Retreat February 4, 2006

Top Priorities for Immediate Work

- Minister for Congregation
- Develop diversified funding sufficient to meet current and long-term needs
- Encourage and support people (new and long-term) to serve on committees

Goals and Priorities

A. Physical Space

- Plan for maintenance and restoration overtime/stop deterioration
- Cleaning more regularly and thoroughly
- More concentric seating
- Organize space in lounge/RE/office to make functions clear

Ideas Generated by Small Groups

- Plan for maintenance and restoration over time/stop deterioration
- Organize lounge/RE room and office space to make more coat space, make function clear, storage
- Rip up pews for more concentric seating
- Cleaning more regular and thorough/contract it done
- Alternative sources for heating for energy conservation/reduce \$ for heat
- Find solution to expanding Children's RE program
- Accessible entrance for handicapped
- Smaller, more affordable building
- Aesthetics Committee to decorate, make space more inviting
- Waste Committee for garbage and recycling
- Education/reinforce chemical free policy

B. Leadership

- Minister for congregation
- Children's RE Director
- Ask people directly to take responsibility/designated recruiters

Ideas Generated by Small Groups

- Minister for congregation
- Ask people directly to take on responsibilities-designated recruiter
- Children's RE Director
- Define committees/tasks
- Training for volunteer leaders: RE, conflict resolution
- Define leadership broadly; recognize the need for decision making process
- Youth group coordinator
- Representation at cluster, District and UUA, Council of Churches, etc.
- Clerical and custodial staff
- Ministerial presence on key committees

C. Organizational Structure

- Encourage new as well as current people to serve on committees
 - -define committees/tasks
 - -training for volunteer leaders-RE, conflict resolution, decision making
- Involve as many people as possible in maintenance and repair
- Designate roles for Sunday morning tasks: offering, coffee, greeter, clean-up

Ideas Generated by Small Groups

- Assign Sunday program roles, ex. greeters, chalice lighters, offering, coffee hour, clean up
- Involve as many people as possible in maintenance and repair
- Encourage people to serve on committees
- Make clear to new members organizational structure, e.g. Bulletin board with members, activities
- Committees maintain focus and duties
- Have more than one congregational meeting
- Revise by-laws
- Tangible recognition awards for volunteer service
- Rotate Board members/limit terms
- Clearly identify board liaisons to committees and make reports to the Board
- Committee Chairs meet semi-annually to coordinate

D. Program

- Ongoing RE program for children and adults with well developed UU focused curriculum and trained leaders

- Social Action: local/state/ national/ international
- Concerts, performances, special events
 - -increase visibility
 - -utilize facility to meet community needs
 - -fundraising

Ideas Generated by Small Groups

- Ongoing RE for adults and children with professional curriculum
- Concerts, performances, forums, special events
- Social action local/ state/ national
- Create a calendar of events, social for adults and kids
- 12 month calendar
- Women's group
- Order of service for each Sunday, systematize it, have consistent elements
- Interfaith programs, services, dinners, discussions
- Involve congregation in planning Sunday services
- Partner with other community groups to sponsor activities
- Child care for social events

E. Finance

- Developing diversified funding for current and long-term needs
 - -pledge, grant, bequest, fundraising, planned giving, rental income
- Separate budget for capitol improvements and operations as part of long term financial planning
- Clear understanding of church finance by all and information for new members, friends, longtime members of financial expectations

Ideas Generated by Small Groups

- Clear understanding of finances by all in congregation; inform new and current members and friends of financial expectations
- Separate budget for capital improvements and operations as part of long term financial planning
- Develop critical mass of funding; diversify: pledges, grants, wills, fund raising sufficient for building renovation
- Active pledge drive
 - -year round
 - -home visits
- Members committed to financial survival of UUCC
- Bring in new members

- Employ professional fundraiser
- Rent facility
- Annual fundraising event open to public
- Parents donate to RE program
- Detailed, monthly written financial reports to the Board

For Whom is UU Church of Cortland?

Cortland and the surrounding small towns

Activist community

Ourselves

GLBT folks and teens

People who have left their original faith-not only Christians

Teens

Students and faculty

Larger world

Those tired of fear and shame

Searching for spirituality

People of Color

Groups – Pro-Choice, AA, Etc.

What Are the Benefits of Belonging?

Liberal sanctuary in a conservative area

Universalist good news- salvation is universal

Freedom of having own beliefs, personal path is okay, diversity welcomed as richness

Youth environment without fear encourages creativity

Welcoming place for lesbians

Actively work for social justice

Social connection with community

-“If you aren’t there, people notice it”

-continuity thru job changes and life changes

Welcoming for children

Intellectual stimulation

-sermons with content

-opportunity to discuss

-Forums

Nurturing place for spirituality

-vesper service

Connection thru service