

Unitarian Universalist Church of Cortland  
Vision, Mission, and Goals/Strategic Plan 2009-2014

Vision

In 5 years we will:

- Have an increased, more active and stable membership
- Provide a warm and welcoming environment where we value all and deepen our relationships
- Reach out to the community, addressing social concerns and being recognized as a liberal presence
- Act as a resource and meeting space for the community
- Have a balanced budget, with increased stability and the resources to reach our goals
- Have a three-quarter time to full time minister
- Have an effective and committed Board, committees, staff and other layleaders
- Have broad participation in governance and projects
- Achieve balance between being and doing, that is, meeting spiritual needs while maintaining our organization and facilities
- Support lifelong spiritual growth, including religious education for all ages and programs to support individuals in creating or defining their own beliefs
- Provide events which bring people together, creating and sustaining traditions which provide mental and emotional stimulation.
- Provide opportunities to create and listen to music
- Renovate our historic building, and maintain and sustain all our physical facilities
- Create sacred spaces as needed to feed our spiritual growth

Mission

We, the Unitarian Universalist Church of Cortland, nurture and honor individual and shared searches for spiritual, intellectual, and emotional understanding. We draw upon the 7 Unitarian Universalist Principles and a range of traditions to support individuals, families, our congregation, and larger communities. We embrace diversity and actively address social concerns while creating a caring community of our own.

## Goals

### **Governance**

- Effective Board
- Effective Committees
  - Historic Renovations Committee
  - Caring committee
- Training
  - Board
  - Committees
  - Layleaders

### **Operations**

- Personnel
- Finance
  - Create a wish list for donors
  - Capital campaign
- Budget with transparent process

### **Programming**

- Create a yearly calendar
- Social outreach
- Forums & Services
- Music
- Special Events
- Children's Religious Education
- Adult Religious Education
  - Conflict resolution
  - Work with the 7 Principles

### **Building**

- Maintenance
- Long-term planning for space needs
- Short-term projects
  - Rewiring
  - Sound system(s) (including Accessibility)
  - Belfry structure
  - Painting exterior
- Long-term projects
  - Belfry
  - Walls
  - Accessibility

### **Membership**

- Increased attendance/participation
- Increase in pledging units

**Strategic Plan for 2009-2014:**

Sub-Goals	Strategies	Resources (what's needed)	Target Dates	Who is responsible?
Create a written guide to our committees, including lists of who is on them			September 2009	Chris Ogden
Establish an effective Caring Committee				
Establish a Historic Renovations Committee	<ul style="list-style-type: none"> <li>• Get committed people from several constituencies</li> <li>• Create a written plan for renovation of the building, and plan a capital campaign to support the plan.</li> <li>• Create mechanisms to ensure plans are carried out fully.</li> </ul>	<p><u>People</u> from Buildings &amp; Grounds, Fund-raising Committee &amp;/or Treasurer, local history groups, interested congregants and community members</p> <p><u>Time</u> from committee members to meet and to contact consultants and contractors</p>	<p>People: June 2009 Plan created by: January 2010 Fundraising and Renovation plans completed by: 2014</p>	(Someone other than Julia Schult - I'll be on the committee but I don't want to be the chair)
Create a Wish List for Donors to select from if they wish to donate for a specific item	Assign this task to the Fund-raising Committee	Contact each committee for list of needs & wants Need a list of all committees and who to contact	January 2010	

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