

Goal	Year 1 (Jan 2020-June 2021)	Who Is Responsible	Year 2 (2021-22)	Year 3 (2022-23)
Welcomes new people as part of our community	Enact the intake and welcome practice for visitors that include a specific outreach beyond Sunday Morning.	Membership Ministry RE Ministry	Address the cultural reluctance to witnessing our faith.	Visitor-Centered Sunday Morning experience
	Support continued development of membership ministry team. Ensure at least 5 members to support efforts.	Board / Liaison / NLDC		Hire a membership coordinator.
	develop “how this congregation works” info material	Membership Ministry		
Commits to be present with one another	Build a culture of congregation members and leaders reaching out to one another beyond Sunday morning, beginning with Board example modeling the behavior	Board / Ministry leaders	Increase congregational attendance at Sunday service and events	
Calls us to become better people through building, maintaining and reconciling relationships	Begin process of values clarification: what are the norms that we want to have for our relationships?	Board	Develop a covenant of right relationship; introduce modeling of ways to bring up relational upset	Establish a Right Relationship Team to help people live the covenant and develop processes to repair relationship ruptures
	Continue to offer social/support opportunities	Membership, Worship, Pastoral Care, [Community Life], RE		
	Professional Services Directory	Ad hoc team		
	Identify/Recruit Membership Directory (Realm?) Team	Membership recruits team (with assistance from Board, NLDC)	Printable directory of members and friends with photos	
	Collect materials on sexual safety and harassment; write sexual safety policy	Board	Create staff/volunteer training module on sexual safety and harassment	Transition oversight of policy to Right Relationship Team
Expects everyone to share themselves, their time, and their talents	Recruit chairpeople for all ministry teams	Board and NLDC	Begin quarterly meetings of Ministry Council with representatives of each ministry team	
	Culture that notices and values each person’s presence as a gift; begin culture shift towards message that each of us are needed and expected to contribute something to the best of our ability		Identify what time, talents, interests, and resources members can provide and how they might fit with the needs of our ministries	

	Reinstate thank-you note ministry	Board		
Develop effective, sustainable leadership and organizational structure	Develop (and publish) organizational chart; Identify staffing needs for ministry teams	Board, NLDC	Recruit a full set of ministry team leaders	
	Identify ways to make leadership roles more widely attractive; gather data from existing leaders- Identify training needs for leaders	Board, NLDC	Offer regular trainings for leaders	Develop a protocol of leadership support (could be a Board portfolio, a chairs council, etc.)
	Review and edit descriptions of all ministry teams	Board	Fully populate all ministry teams	Each ministry team has a protocol to keep written minutes and make them accessible
			Develop a process for leadership succession on ministry teams	Each ministry team will have a succession plan
Supports one another in our everyday lives and cares for one another through difficulties	Communicate presence of Pastoral Care Team and what they do	Communications Ministry Team; Pastoral Care Ministry Team		Procedure for terms for membership on PCMT to avoid burnout
	Create Small Group Ministry Program, advertise its existence	Intern Minister, Communications Ministry Team	Establish a procedure for identifying needs for new groups and forming them	
Provides social connection, learning and spiritual growth for people of all ages and abilities	Assess the congregation's history and experience of Adult Religious Education	Staff Board	Transition from incidental Adult RE to a designed Adult RE program	Volunteer Staff Position for adult programs
	Recruit Leadership to provide more social events for people within and beyond the congregation;	Board	Form a Community Life Ministry Team; increase in congregational social events	Quarterly multigenerational social events
	Study Group/ Adult RE development- book club, etc. that is invitation to the community		All ages and abilities and multigenerational learning experiences; Learning and assessment about ability, including	

			learning and physical ability	
	Adult RE about spiritual Practices led by Intern Minister	Intern Minister		
	Support and strengthen children's RE program	RE Ministry, DRE		
Offers a worship ministry with multiple points of renewal and transformation	Make Sunday service more vibrant and diverse	Minister, Staff, Worship Ministry		UUFNW will shift away from a Sunday only worship experience
	Identify a Music Ministry Coordinator	Worship	Increase live music to 4x per month- one live piece per week; Recruit musicians	
	Assess Worship needs among congregants	Worship, RE		
Invites people to spiritual exploration that clarifies and enhances their core values	Once per month hold experimental worship experience and evaluate feedback	Worship	Continuous evaluation and feedback- make adjustments continue with diverse worship experiences	
Grows in Numbers and Diversity	Expand outreach to youth and young adults.	Communications Ministry, RE	Actively hold and/or participate in diverse community events.	10% Membership Growth.
	Cultural Sensitivity/Anti-Racism Work – Hold training, workshops, discussions, programs regularly	Staff (Minister/DRE)	Develop message and make specific outreach to local Latino, LGBTQ, and African-American communities.	
			Actively promote / open OWL RE program to non-members as point of entry.	
Connects to UU Principles and institution beyond our walls	Build relationships with other UU congregations: Hold at least two activist or social events with our other local UU congregations.	Ministry Teams as appropriate	Formalize connections to other UU organizations – make “yoking” and cross congregation events part of annual planning / ministry focus.	Be an active congregation / members in regional UU activities and organizations.

			Develop joint RE programs with other congregations	
			Develop joint music programs with other congregations	
	Organize one meeting of local UU environmental ministries	Green Team		
	Have at least two lay attendees participate in UU General Assembly this year	Board		
Communicates our presence to the broader community and is known for our values and actions	Support and empower a Communications Ministry Team	Communications Ministry	Develop a robust ongoing public relations/outreach campaign that include annual planning	Evolve into a well-known/active community that effectively attracts new members and partnerships. Have people say – “I heard about you from
Build a Social Justice Ministry Team to coordinate partnerships and overall justice work	Create charge for team Identify members for team	Board NLDC/People currently active in social justice	SJMT implements program and takes responsibility for objectives below.	
Is a catalyst for economic, social, and climate justice in our community and the world	Support and strengthen existing internally generated Environmental Justice work: Energy Justice Team, Wildscaping Team [NB: InterGenerate team is under community partnerships]	Board--assigned to Social Justice Ministry Team in Year 2 and going forward.	Develop procedures for identifying and authorizing new social justice initiatives. This might include a Social Justice ministry team, council, or other structure TBD	
			Articulate the gaps in our social justice work that we would like to fill.	
Provide leadership in our community on important justice issues	Participate in community social justice initiatives.	Minister? Board?	Identify community need(s) that our institutional leadership would be welcome and productive in addressing	Assess our resources and ability to provide leadership; recruit team(s)

<p>Builds deep and accountable relationships with other people, organizations, and communities working for justice</p>	<p>Support existing well-established relationships: MK Interfaith Food Pantry, Emergency Shelter, Bedford 2020, PrideWorks, InterGenerate, Neighbors Link, ReMember (Pine Ridge)</p>	<p>MKIFP Team, ESP Team, Environmental Ministry Teams, RE Ministry Team</p>	<p>Identify organizations/communities with which we have minimal (but existing) relationships that could improve (IFCA, others)</p>	
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