

La Crosse Unitarian Universalist Strategic Plan Draft and Outline

Drafted by the Strategic Plan Task Force 4/14/20

For 2020 - 2025

This document serves as an outline and the first written phase of the 2020-2025 Strategic Plan for the Unitarian Universalist Fellowship of La Crosse. This document is intended to become part of an annual planning process (which is new for our Fellowship).

A different way to work: Central to this new process, there will be several things you will notice: First and foremost, this plan, once complete, will give everyone in the Fellowship a TOTAL PICTURE of where we are going and how we will get there. The plan and process will relate to all parts of the Fellowship, and will unite those parts for maximum effectiveness. The plan, will identify measurable results and responsibilities; thereby increasing the Fellowship's performance while enhancing involvement, communication, and role clarity. Two-way communication (both top-down and bottom-up) will be evident, as will the benefits of that broader involvement. An additional feature will include a first-year implementation task force that will be appointed by the BOD to mentor teams (and minister and staff) through this process. Ultimately the BOD will have overall responsibility for plan development, quarterly reviews, and adjustments as necessary.

How will it happen? The process is intended to work as follows: a) each team examines the list to determine which key result areas pertain to their team or minister/staff. b) each team identifies the indicators for which they want to develop draft objectives. (Some objectives will require communication and coordination with another team or teams and staff elements). c) two-way communication with the BOD will assure that a set of agreed upon objectives are established for each team/staff. d) teams/staff will determine which indicators/objectives are realistic for long range goals and shorter-term objectives to be written; additional indicators may be chosen, and not all indicators will be pertinent in any given implementation year. e) some separate goals and objectives for minister/staff are envisioned which will become the performance evaluation objectives supervised by BOD oversight.

Where are we now?

The following five key areas listed in this document were prioritized with congregational input from group visioning sessions, interviews with external partners, and team interviews provided by the Strength and Support Team. It is from this foundation that the document has unfolded to this point. It is now being returned to teams for their involvement again; both to accept responsibility for some objectives, and to suggest revisions or replacements for other objectives. Mentoring will be provided (as described above).

And when we are finished? Upon its completion, we will have (all) created a foundational-document that offers the focus and direction to live out the Mission and Vision that is at the heart of our Fellowship.

Vision Statement: *We will be a welcoming, dynamic, diverse community guided by non-doctrinal principles in our search for truth and meaning. We will have a unique identity as collaborators and social justice servants. We will nurture spiritual growth through progressive lifespan education. We strive to be a beacon of light to ourselves and others.*

Mission Statement: *Transforming Lives, Nurturing Spiritual Growth, Leading Change.*

“The best way to predict your future is to create it”
— Abraham Lincoln

"Those who fail to plan, plan to fail"
— Proverb quotes