

UUFE Strategic Plan 2022-2025

Introduction

This Strategic Plan is an inspirational roadmap for all Members and Friends to use in converting our UUFE Mission and Vision into action these next three years. It serves as a guide to focus staff and volunteer time and energy as well as financial resources toward goals agreed upon by the Congregation at the Annual Meeting. Based on feedback from the Congregation, this Plan works towards modest growth that still preserves the intimacy many of us appreciate at UUFE. The plan is a useful tool to motivate individuals to financially support the Fellowship and to apply for funding from outside sources. This plan is considered a living document and may be edited as the Congregation and Board see fit as we move through the next three years. It is hoped that this plan will encourage everyone to work together toward common goals.

UUFE Mission Statement

UUFE is an open religious community that strives for social justice, values diversity, cares for one another, and protects our natural environment.

UUFE Vision Statement

The Unitarian Universalist Fellowship at Easton welcomes questioning minds, diverse identities, and expansive hearts, and strives to be a beacon for independent thought, progressive change, and spiritual growth. Through caring for one another, our communities, and the environment, we seek to create a more just and peaceful world while celebrating our oneness with all humanity. Through worship, affinity groups, religious education for all ages, music, and other experiences, we provide opportunities for engaging with the world. As one of the spiritual and social justice leaders for the Mid-Shore of Maryland, we seek to meet the evolving needs of our rural community.

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Theme 1 - Nurture and Build Our Resources (UUA, Members and Friends, Finances, Building)

Goal 1: Enhance and maintain the effectiveness of our governing, program, and operational management by providing working tools for the Board, Committees and Members.

Objective 1 (Board, B&G): Provide more staff support for administrative functions in the UJFE office and maintenance of the Building and Grounds.

Action Step 1 (Board) Year 1 – Increase the Office Manager to a half-time position (20 hours/week).

Action Step 2 (Board, B&G) Years 2-3 – Hire a part-time property manager (10 hours/week). Consider a Chalice Lighter’s grant for this new position.

Objective 2 (Board, NLDC, IT): Define a policy for the retention of the UJFE knowledge base, including who is responsible for maintaining records.

Action Step 1 (NLDC, Board) Year 1 – Define a process to better support board and officer transitions. Each June, provide updated Board handbook or Board reference section on Onedrive.

Action Step 2 (IT) Year 1 – Clean up OneDrive and publish instructions on how to access the knowledge base, including policies and by-laws.

Objective 3 (Board): Strengthen our relationships with UUA and other UU organizations.

Action Step 1 (Board) Year 1-3 – Maintain a relationship with the UUA liaison staff member via routine meetings with Board leadership.

Action Step 2 (Board) Year 1-3 – Increase participation with nearby UU groups, e.g., Delmarva Cluster, UUCR, Annapolis area.

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Action Step 3 (Board) Year 2 – Send two UUFE members to the UUA General Assembly to represent our Fellowship.

Action Step 4 (Board) Year 3 – Re-start paying our fair share dues to UUA.

Objective 4 (NLDC): Foster development of leadership skills and support volunteers moving into new roles.

Action Step 1 (NLDC) Years 1-3 – Coordinate and assist pod and committee leaders with training new volunteers.

Objective 5 (Communications, Membership, Office Manager, NLDC): Utilize the latest communication tools and current membership and organizational data to keep one another linked.

Action Step 1 (Membership, Office Manager) Year 1 – Continue the past practice of regularly updating the member/friend directory. The office will send an electronic copy of the directory to members and friends on a routine basis. Printed copies will be available at the church. Members and Friends may request at any time to remove their information from the Directory.

Action Step 2 (Communications, NLDC) Year 1 – Create and update webpages for committees and pods. Include contact information and a short description of the committee's or pod's charge or goals.

Objective 6 (Finance): Operate in a fiscally responsible manner to support our Mission and Vision.

Action Step 1 (Finance) Year 1 – Better define the role of Finance Committee (beyond annual budget development) as documented in UUFE financial policies. Spell out parameters of spending authority for various committees and pods. Define who is to be involved in decisions/actions regarding unexpected expenditures or responses to changing circumstances. What is the decision-making path?

Objective 7 (Board, Task Force): Update UUFE Bylaws and Policies

Action Step 1 (Board) Year 1 – Appoint a Task Force to review and suggest revisions to the UUFE Bylaws and Policies.

Action Step 2 (Task Force, Board) Year 2-3 – Task Force and Board to review and update all UUFE Policies and Bylaws. Any Bylaw changes will be voted on by the Congregation. If pods remain a part of our

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organizational structure, they should be represented in our policies and bylaws.

Objective 8 (IT, Board): Facilitate easier and wider use of our electronic UUFE member database (in Power Church) by moving it online.

Action Step 1 (IT, Board) Years 1-2 – Research the cost and consider purchasing the online version of Power Church to allow use of the program from any location.

Goal 2: Build UUFE membership and the financial base.

Objective 1 (Stewardship, Membership, Income Secretary): Work to increase average giving level and number of giving units (increase by 15 units over 3 years). Be mindful of the program attributes that make UUFE unique and attractive to the current and future membership and highlight this during budget development and stewardship efforts.

Action Step 1 (Stewardship, Income Secretary) Year 1 – Provide UUFE Members and Friends increased information on average pledge levels, range of pledge levels, number of giving units, and number of members included in giving unit total.

Action Step 2 (Stewardship, Membership) Year 1 – Explain and remind congregants of membership requirements and expectations. Determine which group will regularly communicate with potential Members and Friends about UUFE's Mission and Vision, organizational structure and finances.

Action Step 3 (Stewardship, Membership) Years 1-2 – Annually develop a list of potential Members and create an individualized recruitment plan. This might include promotion of volunteer involvement, clergy contact(s), links to Members with similar interests or backgrounds. Consider periodic reporting at Board level.

Objective 2 (Board, Planned Giving Committee, B&G): Diversify financial sources of income beyond pledges.

Action Step 1 (Board) Year 1 – Create a Generosity Pod to evaluate and organize potential fund-raising events such as bingo/pizza nights, targeted fund drives beyond pledge giving for a specific purpose or benefit. The Pod will evaluate potential options and select two events to organize per calendar year.

Action Step 2 (Planned Giving Committee) Year 1 – Implement the endowment education plan that is being developed to provide long term growth and ultimately an additional income source.

Action Step 3 (Board) Year 2 – Submit a Chalice Lighter grant request that supports our Strategic Plan.

Action Step 4 (Board, B&G) Year 3 – Create a financial contribution opportunity for those wishing to participate in the suggested memorial garden.

Objective 3 (Communications): Increase UUFE visibility in the community, with an emphasis on the attributes that make UUFE unique and attractive.

Action Step 1 (Communications) Years 1-3 – Build community awareness of UUFE by using different modes of communication e.g., social media, website, flyers, information releases to the Star Democrat, Talbot Spy and other non-profit community partners.

Action Step 2 (Communications) Years 1-3 – Increase awareness of UUFE activities by doing the following:

- Consider publishing a monthly calendar
- Place rack cards with QR code. Place in the UUFE foyer, as well as local library and check supplies every six months.
- Distribute flyers twice per year for specific services that may have broader interest
- Participate in at least two community events per year with an informational table, e.g., Multicultural Day, Pride, environmental activities.
- Include UUFE in community resource listings, such as those at the library.

Action Step 3 (Communications) Year 1 – Provide a friendly, welcoming home page on the website, including instructions for how to obtain more information about UU, our Fellowship and programs.

Action Step 4 (Communications) Years 1-3 – Invite Members and Friends to contribute artwork, blogs and postings of upcoming events to the UUFE website and Facebook group.

Action Step 5 (Communications) Annual – Provide training for individuals who assist with website, newsletter, and social media postings.

Objective 4 (Finance, Stewardship): Educate and be transparent regarding fiscal matters with membership in a concerted effort to grow our average pledge level.

Action Step 1 (Finance, Stewardship) Year 1 – On some frequency (monthly or quarterly) report a set of performance statistics including, budget, income by source, volunteer hours spent to run UUFE, attendance and membership.

Objective 5 (Finance, Stewardship): Increase the Capital Fund created in June 2021 to allow for future repairs and maintenance of our facilities.

Action Step 1 (Finance, Stewardship) Year 3 – Consider a capital campaign to fund facility enhancements and/or to retire long-term debt, which would ease our overall budget needs. Paying off the mortgage of approx. \$170,000 would eliminate annual mortgage expenses of \$15,765. Example of facility enhancement includes renovation of foyer, kitchen, or installing a memorial garden

Goal 3: Support and re-engage our Members and Friends as we recover from the pandemic.

Objective 1 (Membership, Caring, NLDC, Stewardship): Optimize the activities of introduction, retention and recognition of Members and Friends to provide opportunities for everyone to contribute their talents and abilities, and to encourage their participation.

Action Step 1 (Membership, Caring) Years 1-3 – Continue and optimize greeting of visitors, identification of where and how a new member may contribute to UUFE, offering new member orientation programs according to new members unique interests, celebration of birthdays, and introduction of new members to the wider community.

Action Step 2 (Membership, Caring) Year 2 – Consider adding the following on a trial basis: 1) Sending a note to visitors after their first visit, 2) A phone call to a member who regularly attends but then misses two or three services in a row, and 3) A phone call to visitors to tell them of upcoming gatherings.

Action Step 3 (NLDC, Membership, Stewardship) Years 1-3 – Invite Friends and Members to explore different committees and pods to see what they do, e.g., explore the website. Connect with peoples' talents and interests; welcome them to a team if it's a good fit for them.

Action Step 4 (NLDC, Membership, Stewardship) Years 2-3 – As part of the Stewardship Campaign, encourage donations of time, energy and volunteering. Consider a Fall volunteer fair for this purpose.

Objective 2 (Membership, Communications, Caring): Support each other and have fun in the process!

Action Step 1 (Membership) Year 2 – Reinstitute potluck dinners and circle suppers.

Action Step 2 (Membership) Year 2 – Increase recognition to honor long-term members who have made contributions over many years. Form an ad hoc committee to find new ways to recognize them.

Action Step 3 (Membership, Communications) Years 1-3 – Highlight a member's accomplishments in surrounding communities, when possible, with an interview and article in the Talbot Spy, Star Democrat, etc.

Action Step 4 (Caring) Years 1-3 – Brainstorm and implement additional ways of reaching out to members during stressful times.

Goal 4: Create an inviting, functional and safe space.

Objective 1 (Caring): Enhance our congregation's ability to care and help one another as needed.

Action Step 1 (Caring) Years 2-3 – Design an “individual available” system or safety net for those who may find themselves in need. Encourage all members to donate several hours of their time each year, upon request, to others in the congregation. Establish a process for asking for support. Keep the process visible so that individuals prepared to contribute can match their unique personal contribution with a need.

Objective 2 (B&G): Continue to make the buildings and grounds safe, welcoming, and functional for UUFE members and visitors returning post COVID19. Restore functioning and aesthetic appeal to equal or higher levels than before the pandemic.

Action Step 1 – Bldg. Interior

- A. Clean air ducts in Sanctuary ceiling (prior to painting ceiling). **(Year 1)**
- B. Paint building interior rooms (volunteers). **(Year 1)**
- C. Paint Sanctuary (professional contractor). **(Year 1)**
- D. Clean and polish all floors. **(Years 1, 2)**
- E. Inspect and service all fire extinguishers. **(Annual)**
- F. Test well water for contaminants. **(Year 1)**

Action Step 2 – Bldg. Exterior

- A. Power wash siding. **(Annual)**

Action Step 3 – Grounds

- A. Remove north fence (between bldg. and parking lot). **(Year 1)**
- B. Inspect playground equipment for safety and remedy deficiencies. **(Annual)**
- C. Clean plant beds around bldg. and prune trees/shrubs growing into bldg. **(Annual)**
- D. Implement Easton Utility pruning and access recommendations w/respect to power line easement. **(Year 1-2)**

Action Step 4 – Process

- A. Develop routine check list for all bldg. systems, equipment and grounds. (Based upon Master Task Documents, designating tasks as weekly/monthly/yearly+) **(Year 1)**

Objective 3 (B&G): Implement deferred maintenance and consider modest facility improvements to better serve UUFE functions and aspirations. See above (Theme 1, Goal 1, Objective 1, Action Step 2) regarding hiring part-time property manager.

Action Step 1 – Bldg. Interior (Years 2-3)

- A. Install blinds on Sanctuary windows to darken room.
- B. Purchase and install AED equipment (defibrillator).
- C. Upgrade audio equipment, e.g. mics, amplifiers
- D. Add a recessed ceiling light in center of apse behind pulpit.
- E. Complete chair rail in front of Sanctuary and behind pulpit.
- F. Purchase new Sanctuary chairs (padded, stackable, with protected feet)

Action Step 2 – Grounds (Years 2-3)

- A. Hire landscape professional for seasonal (spring/fall) services (volunteers can do routine maintenance).
- B. Develop a plan to manage trees and major shrubs.

Action Step 3 – Process (Years 2-3)

- A. Prepare written evaluation of all existing B&G facilities and systems for budgeting and planning. Analyze for functional adequacy. Determine useful life span and estimate replacement costs (if possible). Submit to Finance Committee and Board for review.

Objective 4 (B&G): Formulate potential capital projects that reflect the congregation's vision, size and financial resources.

Action Step 1 (Years 2-3) – Potential Bldg. Interior Improvements:

Explore the cost and option of remodeling the foyer, kitchen (upgrade to commercial), etc.

Action Step 2 (Years 2-3) – Potential Grounds Improvement: Explore creating a Memorial/Meditation Garden.



Theme 2 - Provide for Children and Adults Inspiring Worship and Programming that Reflect Our Mission and Vision

Goal 1: Offer ideas from philosophy, religion, science, history and the humanities to encourage and support spiritual, social and intellectual growth and to also enrich our lives and our faith.

Objective 1 (Minister, Board): Rejuvenate the leadership of Adult Enrichment (Adult EN)

Action Step 1 (Minister, Board) Year 1 – Publicize the goal of Adult EN to potential pod members as well as the general congregation to encourage participation.

Action Step 2 (Board) Year 1 – Recruit and maintain a small pod of 1-3 people to organize and oversee the Adult EN program. Note: If no volunteers are found to join the pod, consider hiring someone for a few hours per month to lead the Adult EN program.

Objective 2 (Minister, Board, Adult EN, Communications, Worship): Provide programming that meets the diverse needs of UUFE Members and Friends and connects UUFE to the larger community.

Action Step 1 (Minister, Board) Annual – As Adult EN pod leadership and membership change with time, inform new leaders of the plethora of adult enrichment resources available on UUA website.

Action Step 2 (Adult EN) Years 1-3 – Recruit presenters for a minimum of one Adult EN event every 6 months in the first year. Increase the frequency to one event every 3 months in the second year. The Adult EN pod will confirm that an event meets the Adult EN goal. The pod will assist the presenters with logistics, answer questions and make suggestions.

Action Step 3 (Adult EN) Year 1-2 – Continue the existing Soul Matters group, which uses a trained leader. Start two new groups with trained leaders.

Action Step 4 (Adult EN) Year 1 – Decide whether to continue the joint Covenant Group with UJFE and UUCR beyond May 2022.

Action Step 5 (Communications, Adult EN) Years 1-3 – Use the newsletter, website and social media to inspire and motivate people to offer and attend Adult EN and CRE programs.

Action Step 6 (Communications, Adult EN, Worship) Years 1-3 – Encourage guest authors/bloggers to share their stories (worship, website and/or newsletter).

Goal 2: Provide a thriving, dynamic Children’s RE program (CRE) that is a central pillar of the congregation, with a primary goal of raising confident, kind, accepting and thoughtful children.

Objective 1 (CRE, Communications): Promote the Children’s RE Program as a vital resource for the community that attracts busy families looking for spiritual grounding for their children. When feasible, offer classes to target the following three age groups: younger elementary, older elementary, and middle school children.

Action Step 1 (CRE) Annual – Create programming through planning sessions with families, organized by the CRE Director.

Action Step 2 (CRE, Communications) Annual – Develop RE programming that can be offered to the greater community. Advertise Children RE programming to the greater community. Designate a CRE outreach volunteer to collaborate with Communications on this effort.

Action Step 3 (CRE) Years 1-3 – Offer a variety of events and programs that are not limited to Sunday mornings.

Action Step 4 (CRE) Years 2-3 – Continue to offer OWL to middle and high school youth on a regular basis. Consider offering OWL for different age groups, including younger children and adults.

Objective 2 (CRE, Board): Maintain the staff and re-build volunteer capacity of the RE program.

Action Step 1 (Board) Annual – Preserve adequate funding for Children’s RE each year.

Action Step 2 (CRE) Annual – Continue consistent childcare and supervision of the younger children’s playroom.

Objective 3 (CRE, Membership, Music, Worship): Strengthen connections between worship, adult enrichment and the Children’s RE program.

Action Step 1 (CRE, Membership) Annual – Build on the existing Mystery Person program to support the intimacy of UUFE, e.g., hold it twice per year, two months each.

Action Step 2 (Music, Worship, CRE) Annual – Encourage children’s involvement in Sunday services (e.g., music, readings).

Objective 4 (CRE, Worship): Provide programming that helps our children and youth enhance their personal spiritual identities.

Action Step 1 (CRE) Annual – Offer series on different world religions. Add depth for the older children (e.g., a series on Buddhism).

Action Step 2 (CRE) Bi-Annual – Offer the UU Principles series every two years.

Action Step 3 (CRE, Worship) Annual – Resume hosting youth in the Sanctuary as part of “Thoughts for All Ages.”

Goal 3: Create Sunday services that enable members to:

- **Grow closer to self and each other**
- **Embrace diversity**
- **Encourage independent thought**
- **Understand our connection to and responsibility for the natural environment.**

Objective 1 (Worship): Maintain the Worship Team as an engaged, collaborative group of volunteers. At the start of each church year, this should consist of a minimum of five lay leaders, plus the minister and music director.

Action Step 1 (Worship) Years 1-3 – Rotate volunteers on and off the team as team members request change to avoid burnout and to keep fresh ideas flowing.

Action Step 2 (Worship) Years 1-3 – Annually train members of the Worship Team. Encourage them to use UUA and other resources to develop a sustainable approach to meaningful worship.

Objective 2 (Worship, Adult EN, CRE): Plan worship services around themes that use a variety of topics and speakers. These will include intellectual topics as well as those that enhance attendees' personal spirituality.

Action Step 1 (Worship) Annual – Work with the Social Justice Committee to plan a series of services that focus on the broad issues espoused by an organization designated to receive an outreach offering.

Action Step 2 (Worship, Adult EN, CRE) Years 2-3 – In collaboration with Children's RE and Adult EN, plan worship services that integrate current topics focused on by those groups.

Objective 3 (Worship): Plan services that employ varying formats, while keeping in mind that ritual is important to many for providing welcome and comfort.

Action Step 1 (Worship) Years 1-3 – In keeping with the topic of the service, use a variety of presentation types. Examples include: multilogues or panel discussions. Perhaps the topic for the week might lend itself to the service being held outdoors. Musical performances might be the focus of some services to enhance the message, or the nature of a service might lend itself to an all-virtual service.

Objective 4 (Worship, Adult EN): Lead Sunday services using diverse language, symbols and images that show respect for the theological differences among us.

Action Step 1 (Worship) Years 1-3 – Speakers are expected to use language that is all-inclusive.

Action Step 2 (Worship, Adult EN) Year 3 – Invite speakers from other faiths to present a service using a format they are accustomed to in their own faith. This could be followed the next week with a service that facilitates general discussion of that faith.

Action Step 3 (Worship, Adult EN) Years 2-3 – Plan services on topics that are valuable for helping us to live more spiritually, e.g., spiritual reading, practicing gratitude, spending time in nature.

Objective 5 (Worship, ad hoc committee): Establish a congregational method of providing feedback on worship services to aid in future planning.

Action Step 1 (Worship, ad hoc committee) Year 1 – Form an ad hoc committee that will devise an ongoing feedback system.

Action Step 2 (Worship) Years 1-3 – Review the feedback from the congregation and incorporate into the planning of future services.

Goal 4: Continue to grow and strengthen the music program. In collaboration with the Worship Committee, UUFÉ's music program strives to foster spirituality.

Objective 1 (Music, Board): Continue to support an adult choir, which is a part of the Sunday services twice per month from September through June. This will include maintaining a Music Director on staff to lead the choir and accompany the choir.

Action Step 1 (Music, Board) Years 1-3 – Obtain a baby grand piano for use in the Sanctuary. Note, the decision to have a baby grand piano in the Sanctuary was already approved by the Board, contingent on finding a donor to cover the cost.

Objective 2 (Music, CRE): Cultivate a spirit of experimentation and reflection in the music program. Incorporate music from a diverse range of sources, including choir members, UUFÉ members and friends, guest musicians, recorded and live music by UUFÉ and outside sources. Music selections should engage Members and Friends across generational and theological spectrums.

Action Step 1 (Music, CRE) Annual – Explore ways to musically engage more Members and Friends during the Sunday service and other events, e.g., singing, instruments, dance.

Action Step 2 (Music, CRE) Years 1-3 – Encourage, on a regular basis, Members and Friends to volunteer sharing their musical talent at UUFÉ.

Objective 3 (Music, Worship, Minister): Research UU and other faith traditions' latest approaches and ideas for congregational music programs for small congregations.

Action Step 1 (Music, Worship, Minister) Annual – Review the music program to ensure that it is aligned with the UUFÉ Mission and Vision.

Action Step 2 (Music) – Encourage the Music Director to routinely be in contact with other UU music professionals to pursue new ideas for enriching the music program.

Goal 5: Improve the quality of hybrid and virtual worship services.

Objective 1 (IT, Worship): Provide more personnel and technical support for hybrid services. Foster greater connection among people attending by Zoom and in the Sanctuary.

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Action Step 1 (IT) Year 1 – Train more people to technically manage the hybrid services. If we are unable to recruit volunteers, consider hiring someone to assist with this task.

Action Step 2 (IT) Year 1 – Evaluate the use of installed LAN ports in the sanctuary instead of Wi-Fi to improve the sound and video quality for Zoom participants.

Action Step 3 (IT, Worship) Years 1-2 – Investigate the use and prices of a monitor system instead of the projector, as well as a better microphone for Joys & Concerns. A monitor provides additional benefits by displaying the following: Zoom participants from home, music lyrics, photographs, or other visual aids. A monitor will also allow a clearer image due to lighting in the sanctuary. Consider this effort as a special project for the Generosity Pod.

Objective 2 (Worship): Use the opportunity of an all-virtual service to host diverse guest ministers or speakers.

Action Step 1 (Worship) Year 1 – Work with UUCR to plan all-virtual services on the 5th Sundays (four per year).

Action Step 2 (Worship) Years 1-3 – Use all-virtual services to employ experts who might be unavailable on the Eastern Shore, or unavailable on the dates we need.

Objective 3 (Communications, Worship): Increase accessibility to worship materials for those attending via Zoom.

Action Step 1 (Communications, Worship) Years 1-3 – Work with speakers and service leaders to have worship materials and content, like the Order of Service, readings, etc., easily available to be posted online and accessed during Zoom service.



Theme 3 - Build Justice and Celebrate Diversity

Goal 1: Serve as a beacon for independent thought and progressive change. Engage with the Mid-Shore Community.

Objective 1 (SJ): Deepen our partnership with local organizations.

Action Step 1 (SJ) Annual – Continue bi-monthly outreach collections.

Action Step 2 (SJ) Years 1-3 – Collaborate with TACL on a specific project e.g. voter registration.

Action Step 3 (SJ) Annual – Continue TIS holiday gift-giving.

Action Step 4 (SJ) Years 1-3 – Continue supporting TIS on the 9th day of each month.

Action Step 5 (SJ) Years 1-3 – Continue partnering with PFLAG on events and projects.

Goal 2: Ensure that our space, worship and programming are inclusive of diverse identities.

Objective 1 (Board, Team): Engage the Fellowship in the process of adopting the proposed UUA 8th Principle. Consider collaborating with UUCR on this endeavor.

Action Step 1 (Board) Year 1 – Form a collaborative team to determine a process for UUFЕ to use in adopting the proposed 8th Principle.

Action Step 2 (Team) Years 1-2 – Obtain Board approval of the process and proceed to carry out the process.

Objective 2 (Board): Form UUFE study groups to review the 2020 Report of the UUA Commission on Institutional Change “Widening the Circle of Concern.” This report addresses how UU congregations address race.

Action Step 1 (Board) Year 2 – Organize and support a study group to make recommendations for possible changes at UUFE to address the issues highlighted in the report.

Goal 3: Focus on social justice projects that align with UUFE Members’ interests and passions and have the greatest impact. Provide balance between local, national and international issues.

Objective 1 (SJ): Gather information about Members’ and Friends’ interests and passions for social justice initiatives.

Action Step 1 (SJ) Year 1 – Use a survey or other method to seek members’ comments, priorities and interests. Ask what they would be willing to work on, where they already commit their time, and subjects they would like to learn more about.

Objective 2 (SJ, Adult EN, CRE, Board): Partner with other UUFE groups e.g. Adult EN, CRE or Small Group Ministry related to social justice issues and topics, creating an “affinity group” of sorts.

Action Step 1 (SJ, CRE) Bi-Annual – Create a UUFE “signature” justice initiative (e.g., TIS) that meets the needs of our rural community.

Action Step 2 (SJ, Adult EN, CRE) Annual – Host a series of presentations and discussions about a social justice topic. Invite the public to attend. Consider a children’s version to teach them about the topic as well.

Action Step 3 (SJ, Adult EN, Board) Annual – Promote discussion about local, national and international social justice challenges, e.g. Move the Monument, Critical Race Theory.