

# Goal Statement of Long Range Planning Task Force

To develop an achievable scenario in 2011 which will prompt the Board of Trustees to establish specific strategies to fulfill the UUFNN's Mission and Vision Statements by 2016.

This scenario, in two parts, is the product of the LRP Task Force, which met with committees and individuals over a ten-month period to collect their responses to questions regarding activities, attributes, and vision five years hence.

The Task Force hopes that a mechanism will be put in place to annually review and move the BOT strategy forward to 2016.

Respectfully submitted; Dave Bianchi – Chair, Rev. Neal Anderson – Advisor, Sarah Marschall – Advisor, Rosalind Bedell, Nancyann Leeder, Jim McCormick, Ed Monnig, Kathy Person and Stephane Rector – members.

## Part I – Outline

1. **Worship** - *the essential celebration in our community*
  - a. Expression and incarnation of Fellowship's Vision and Mission
  - b. Engages members, friends, and guests from Northern Nevada
  - c. Synthesis of the arts
  - d. Embraces solace and challenge during search and affirmation of our Unitarian Universalist faith, spirituality, and truth.
  - e. State of the art technology
  
2. **Welcoming** - *the primary act in our ministries*
  - a. Engagement of new members in life of Fellowship
  - b. Caring by means of listening and loving acts
  - c. Respect for diversity in all interactions
  - d. Consequences of growth met with constructive responses
  
3. **Service** – *a defining culture*
  - a. Minister unto each other with joy, passion, and love
  - b. Seven Principles, Vision and Mission statements empower Fellowship
  - c. Farsighted leadership development from local to denominational affairs
  - d. Equitable and expansive *member* participation
  - e. Celebrate successes of our ministries with annual dinners and fundraisers; expect change

4. **Social Justice** - a fundamental responsibility
  - a. Primacy of Interdependent Web - acting on the Seventh Principle
  - b. Engagement of congregation - youth to *adulthood*
  - c. Education and activism; knowledge and concerns made visible
  
5. **Lifespan Religious Education** - youth, parents, adults, and members of university community
  - a. Enlightened curriculum that serves all constituencies
  - b. Trained leadership and faculty
  - c. Measurable goals for long-term growth: numbers and space needs
  
6. **Communications** – develop a diverse network
  - a. In-house transparency and accuracy
  - b. Outreach to northern Nevada—effective marketing of message and program
  - c. State of the art technologies
  - d. Knowledge of Fellowship history and maintenance of attendant records
  
7. **Finances** – well-managed fiscal operation
  - a. Stewardship supported by specific goals and congregational input
  - b. Equitable approach to giving: fair share congregation
  - c. Accountability by well-qualified fiscal leadership
  - d. Planned succession of finance officers
  
8. **Staff** – coordinated day-to-day operations
  - a. Retention of position of minister and Director of Lifespan Religious Education
  - b. Office administrator
  - c. Volunteer coordinator
  - d. Buildings and Grounds manager
  - e. Professional financial management support
  
9. **Buildings and Grounds** – meet needs and standards at 780 Del Monte Lane
  - a. Campus expansion includes additional meeting rooms, religious education space, administrative space, kitchen facilities, and adequate parking
    - i. Capital campaign
  - b. Programmed maintenance
  - c. Green campus
  - d. Net Zero energy program
  - e. State of the art technology
  - f. UUFNN campus is place for respite, contemplation, and aesthetic gratification

## Part II. Narrative

**Worship** is the expression of our Unitarian Universalist theologies and faith. As each week begins, our Worship inspires members of the congregation to affirm and promote the Fellowship's Vision and Mission in our daily lives and as a religious community. Various art forms and technologies that further the message of Unitarian Universalism are thoughtfully integrated into services.

**Welcoming** is a primary act of giving among Fellowship members. As newcomers cross our threshold, they are encouraged to listen, to join in our activities and to be supportive of our ministries to one another. We expect the Fellowship to grow and are prepared to be straightforward in our response to the changes it brings forth.

**Service** is a defining characteristic of our faith community. We are guided by Our Vision and Mission statements, our history, and the histories of Unitarianism, Universalism, and Unitarian Universalism and by the seven principles affirmed by the Unitarian Universalist Association of Congregations. We will engage members and encourage them to participate in the life of the Fellowship. We are mindful that our leadership must act in a transparent and equitable manner.

**Social Justice** is a fundamental responsibility of all constituencies in our congregation. With respect for the UU denomination's seventh principle, which espouses the interdependent web of which we are all a part, Fellowship activities on our campus and in the wider community actively support the betterment of the human condition from local to global perspectives. We commit ourselves to engage in an analysis of the impacts and legacy of institutional racism and oppression in all our social justice work.

**Lifespan Religious Education** is an inclusive program that welcomes members from the entire congregation. Youth and parents, adults, and off-campus constituencies, *such as* members of university community, are invited to participate. The curriculum is strengthened by local and denominational resources, and classes/workshops are conducted by trained teachers. Goals are set that realistically anticipate projected growth and space needs.

**Communications** involve a coordinated and diverse network which market ideas that extend from in-house publications to a growing regional audience. Transparency and accuracy are highly valued, and achieved with the support of state of the art technologies. Communication systems employ the latest technologies and a systematic approach to record keeping is in place.

**Finances** are flourishing in part because goals have been set with input by an informed congregation. The Fellowship strives to achieve a fair share approach to giving and relies upon an intentional succession of fiscal officers who employ accepted methods of accountability and transparency.

**Staff**, which includes the Director of Lifespan Religious Education, office administrator, volunteer coordinator, professional financial management support, and buildings and grounds manager is fully in place to conduct the day-to-day operations of the Fellowship under the leadership and direction of the minister and the board.

**Buildings and Grounds** follows a programmatic approach that meets physical needs at 780 Del Monte Lane. Anticipated growth necessitates a capital campaign. Planning for campus expansion, additional meeting rooms, religious education space, administrative space, kitchen facilities, and adequate parking is underway with green and Net Zero energy standards of prime importance. When practical matters are attended to, the UUFNN campus is an aesthetically satisfying place to be and affirms and promotes the mission and vision of the congregation.