

2019 Proposed Strategic Planning Timetable

March 1-31

- Announcement of Strategic Planning (SP) process and team leadership to congregation, including promo and theological/historical context from Rev. Barr
- Constitute Steering Committee (SC), plan infrastructure, and clarify roles
- Fine tune 50 week process with SC and secure input and buy-in from Rev. Barr & Council leadership
- Launch process for regular communications with congregation and Council
- Conduct and complete full **Environmental Scan**, including surveys of key stakeholders
- Secure all relevant foundational documents (e.g. *Faithful Futures*), clarify **Core Values and Beliefs**, and establish driving questions.

April 1-30

- Write and distribute Environmental Scan to all key stakeholders
- Plan and hold 2 workshop sessions, one on a review and possible modification of the existing **Mission Statement** and one on creating a **Vision** for the next 5 years.
- Provide multiple access points to process for congregation
- Present draft of **Mission Statement** to Council for adoption
- Work with Rev. Barr to develop final **Vision Statement**

May 1-31

- Present **Vision Statement** to Council for adoption
- Council & Rev. Barr present Mission and Vision statements to congregation
- Begin work on **Goals**, including at least one 3-4 hour workshop session

June – August

- Continue work on Goals, problem-solving, & contingencies
- Sustain opportunities for input and maximize communications

September 1-30

- Present finalized Goals to Council for preliminary adoption
- Launch work **Objectives** and have complete by end of month
- Sustain opportunities for input and maximize communications

October 1-31

- Work with staff to make initial designs for **strategies and sequencing**
- Work with staff and lay leaders on **finance, personnel and budgeting implications** – including 3-5 financial projections based on new SP
- Coordinate with Trustees on implications for 2020 budget development
- Include sustainability and accountability design

November TBD (*before Thanksgiving*)

- Present final SP to Council for adoption and recommendation to congregation

- Present final SP to congregation for adoption

15 Key Assumptions

1. We are inviting the congregation into a sacred conversation with God and ourselves about the direction of UCCH and its ministry in the near future.
2. In this conversation we are seeking to discern God's leading for our church in these times. We are not attempting to create a perfect church or "fix" it, but rather to respond faithfully to the ever-changing realities of the world around us.
3. While we believe UCCH is vibrant and has many great assets, we are not satisfied that it is as effectively organized, adequately funded, or decisively focused as it should be for this moment in its history
4. Participants in the process are willing to honestly assess the church, internally and externally.
5. The recent *Faithful Futures* process, complemented by our *Racial Truth, Justice, and Reconciliation Covenant, the SCOR report, and the Ministry Architects report*, provides us with an essential clarification of our core values and an important platform for developing a strategic plan, but these are not in and of themselves a strategic plan.
6. The time frame for the new strategic plan is 5 years (2020-2025)
7. The UCCH Church Council is the primary participant and decision-making body, other than the final adoption of the completed Strategic Plan, which will be a full congregational vote (estimated to be in mid-November).
8. Workshops, listening sessions, and surveys will provide opportunities for broader-based input and eventual broad-based ownership of the outcome.
9. There will be a Steering Committee (SC) of 5-6 lay people who will commit to meeting regularly over the next 8 months, particularly March to mid-June and September to October. The role of the SC is to coordinate and facilitate the process, not to be a decision-making body. Trusting these people is essential.
10. The process will be inclusive and accessible, lived out through a strong commitment to transparency and open communications. The SC will "work out loud."
11. There will be disagreements. Everyone must be committed to being open to this reality and responding in healthy, constructive ways.
12. Rev. Barr will prioritize this effort and give it his full support, publicly and privately. All staff and church officers commit to completing their work in a timely and high quality manner.
13. There will be adequate financial and administrative support for the full process (rough estimate is about \$5,000-\$7,000).
14. An education process will be required to establish shared definitions of the elements and outcomes of strategic planning.
15. The UCCH Church Council is committed to hold itself and the key stakeholders accountable over the next 5 years for the accomplishment of the Strategic Plan.