

BOARD RETREAT SUMMARY

Friday June 29, 2007

The Board established our

TOP RANK OBJECTIVE: To encourage intellectual and spiritual growth.

Also used the SWOT Analysis to come up with Strengths, Weaknesses, Opportunities and Threats of the church to create groundwork for goal setting for the next year.

These were voted and prioritized by a group vote and worked into 2 main goals.

STRENGTHS

Long Term Relationships

Caring Community

Sanctuary as a Haven

Physical Building and Grounds

History

Innovative Programming

Sense of Conservation

Paid Leadership and Professional Staff

Web Site

Beauty of Sanctuary

Humor

Sense of Freedom

Kid Friendly and Kid Safe

Religious Education

Wide Adult/Children Involvement

Collective Wisdom

Music/Choir

Lay Member/Children/Member involvement in services

Top 5 Strengths

1. Physical Building and Grounds
2. Substantive, Innovative Programming
3. Religious Education
4. Sense of Freedom
5. Caring Community

Weaknesses

Age/condition of building

Small membership

Financial shortfall
Lack of racial/socioeconomic diversity
No handicap accessibility
Transient congregation
Diffuse/confused identity
Anxiety
Volunteer shortfall
New member integration
Membership retention
Religious Education/youth involvement
Lack of pianist
Lack of paid Choir Director
Staffing of committees
Easily distracted
Problems handling tender issues

Top 5 Weaknesses

1. Financial shortfall
2. Diffuse/confused identity
3. Membership retention
4. Small membership
5. Religious Education/youth Involvement

Opportunities

Response to violence
Partner with other churches/organizations
Alternative religious choice
Conservative climate
Less tolerant environment
Increase in GREEN in community
Social Justice work
University/Artistic/Professional community
Availability of our facility
Cyberspace Command
Film Industry

Top 3 Opportunities

1. Response to Violence
2. University/Artistic/Professional community
3. Religious Alternative

Threats

Down turn of local economy
Flu Pandemic
Homophobic/racist nature of community
Local Population shifts
Fundamental/conservative community
Cash flow problems
Negative community perceptions
Stronger youth programming elsewhere
Mortgage/UUA Loan
Out migration of youth and families

Top 3 Threats

1. Downturn of local economy
2. Negative community perceptions
3. Out migration of youth and families

Used SWOT Analysis

<p>Strengths</p> <p>Internal Good now Maintain/build</p>	<p>Weaknesses</p> <p>Internal Bad now Remedy/Repair</p>
<p>Opportunities</p> <p>External Good Future Prioritize/Develop</p>	<p>Threats</p> <p>External Bad future Counter/minimize</p>

Goal #1

Product Development

- 1.1 Inspiring Sunday worship services that transform lives.
- 1.2 Focusing, refining and embracing our common identity.
- 1.3 Nurturing All Souls community.
- 1.4 Continue Ministry and service to community.

Goal #2

Organizational Maintenance and Development

- 2.1 Membership growth and retention.
- 2.2 Fiscal Stability

Saturday June 30th

Council joined Board in brainstorming Action Plans to help carry out these shared goals for the coming year. Each officer also made some personal goals to help carry out these shared goals of the Board of Directors.

Final Goals and Action Plans for each

- 1. Product Development
 - 1.1 Inspiring Sunday worship services that transform lives.
Support and enhance the Music Program

- Lay Reader skill development
- Creating a reverent environment
- Continued diversity of services
- Minimize church business in and around services
- 1.2 Focusing, refining and embracing our common identity.
 - Sermons and RE on commonality
 - Build right relations covenant
 - Build more denominational bridges (increase attendance at specific events)
 - Engage congregation in revisiting the principles
- 1.3 Nurturing All Souls Community
 - Heal the division over Welcoming Congregation
 - Develop a CALM Committee
 - Reconstitute Food, Folks and Fun
 - Explore a “Roots and Branches” for new members
 - Enhancing small group ministry and covenant groups
- 1.4 Continue ministry and service to community.
 - Develop response to violence in our community/nation/globe
 - Continue collection plate give away
 - Interfaith involvement
 - Explore relationship with Zion Community Ministries

2. Organizational Maintenance and Development

- 2.1 Membership growth and retention
 - Continue New Member orientation
 - RE Class for New Members
 - Establish plan to target university/professional/artistic communities
 - Market OWL program outside church
 - Create RE strategies to keep high school student involvement
- 2.2 Fiscal Stability
 - Implement a planned giving program
 - Strengthen fundraising strategies/targeting outside community
 - Implement STEPS Pledge Drive program to use annually